THE LABOUR GAZETTE

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OECD Review Praises Canadian Manpower Policy

Three international experts in employment, manpower and labour market policies conclude that Canada has pressed with vigour in this area. Similar studies are being made in 21 other countries

A review of manpower and social problems, programs and policies in Canada was recently published by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development under the title, "Examination of Canada."

The review contains the conclusions of an international group of examiners, appointed by the OECD, who visited Canada in January 1965 to study the country's manpower policies as part of the organization's policy of sharing information in pursuit of economic growth, increased trade and industrial development.

Studies of the kind are being made in the 21 European and North American countries that belong to the OECD.

The team of examiners consisted of three international experts in the fields of employment, manpower and labour market policies. They were assisted by officials of the Department of Labour, who supplied them with the materials they asked for and answered their questions.

"The Canadian Government has accepted the basic principles of an active manpower policy. . . . During the last few years, this commitment has been implemented through a series of new far-reaching programs and administrative changes over the wide area of manpower and social policy," the review says.

"The vigour with which efforts in this area have been pressed, and the resources assigned to these new programs speak of the determination to implement an active manpower policy. . . .

Relatively New in Canada

"The assumption by government of the responsibility to provide a variegated series of incentives and facilities, aids, services and programs for achieving these objectives is relatively new in Canada, a country accustomed to reliance on individual efforts and resources in the economic field. . . ."

Referring to the manpower policies and programs being pursued by the federal and provincial governments of Canada, the report remarks, "The programs have been characterized by clarity of purpose and close awareness of national economic needs. They are imaginative and reflect great initiative and willingness to experiment, test, revise, and to substitute where necessary new for old methods.

Most Original Programs

"Among the most original of the new programs are the winter employment schemes and the federal government service to aid labour and management in collective bargaining adjustments to technical change.

"The clarity of purpose is reflected in the modification of the experimental Older Workers Incentive Program, and the insistence on job development for the underemployed and unemployed in depressed areas. The Government has shown its flexibility in transferring the National Employment Service to the Department of Labour, and in defining its central role in ensuring the effective implementation of an active manpower policy.

"The federal Department of Labour has been performing a crucial role of stimulation, technical support, standards development and leadership in the areas where the provinces, for constitutional reasons, have primary responsibility, such as vocational and technical training."

Hon. Allan J. MacEachen, Minister of Labour, in referring to this review, said, "I am particularly pleased that, in the view of those who conducted this examination, we are building our manpower policies in Canada on a solid foundation. In this they recognize the importance in our national growth of the vigorous steps being taken to develop our human resources, and to help individuals achieve their maximum potential."

From the Labour Gazette, December 1915

50 Years Ago This Month

Work on large war orders in factories, and the movement and marketing of record-breaking Western crop keep employment in November 1915 at same high level as in the previous month

Employment during November 1915 remained at the same level as in October, the LABOUR GAZETTE for December reported. This continued activity was attributed partly to war orders that furnished "the bulk of activity in large industrial centres," and partly to the effect of the movement and marketing of the large Western grain crop, which was beginning to be felt. The crop was described as "record-breaking . . . in almost all Western districts.

"Threshing continued in many localities of the West, though in a number of districts outfits were being taken out and employees discharged. These men were either returning to their homes in the East or were finding employment in the lumbering districts of Northern Saskatchewan."

In British Columbia, the lumbering industry was not so active "on account of many sawmills closing down for the winter, but this condition was offset in many localities by the engagement of men for the woods."

From Newcastle, N.B. it was also reported that although "most of the sawmills had closed, large crews were going into the woods." At Fredericton, "nearly all sawmills in the vicinity were closed down for the winter, but in most instances the men employed in the sawmills went into the logging camps."

From Moncton, however, "it was reported that the indications were the cut of lumber would be small and the demand for men and teams light." The correspondent at the head of the Lakes said that "there was practically no lumbering in the district this year, as lumber yards are full of unsold stock from previous cuts."

In Quebec and Ontario many of the factories were busy working on war orders. The Montreal correspondent said, "The Canadian Government has given large army shoe orders aggregating 640,000 pairs to manufacturers, who are mainly in this district. Orders have been not only for regular boots, but for rest, or hospital shoes, and larrigans for trench work. Manufacturers in Montreal, Quebec, St. Hyacinthe, Sherbrooke, Plessisville and elsewhere participated in this order."

The president of one company said that his firm had closed an order for more than $1,000,000, and that this was "the forerunner of larger business for export account." Many other factories of various kinds were also reported to be busy. "Most of the cotton mills are busy to capacity and domestic manufacturers of woollens were working day and night shifts."

The Ottawa correspondent said, "Trades engaged in the manufacture of war supplies continued busy, and in this connection a demand from the United States for skilled leather workers was reported."

This correspondent said also, "A number of local carpenters have found employment in United States centres where building is reported active. . . . Forty per cent of the members of the Bricklayers' Union have enlisted.

"Comparatively few changes in wages in November" were reported. One such change, however, affected employees of the Nova Scotia Steel and Coal Company. "Surface and underground labour at the collieries....at Sydney Mines to the number of 480 received an increase of 5 cents per day on November 1; and shiftmen, timbermen, tracklayers, landing tenders and other classes to the number of 630 received a like increase. Under the arrangement, the classes mentioned will receive another increase of 5 cents per day on April 1, 1916.

"Early closing rules which went into effect under provincial liquor law changes had the effect of reducing the number of hours worked per day by bartenders in Ontario. At Hamilton, cigarmakers had the limit of piecework raised from 1,000 per week to 1,350 on November 1, which meant a difference of $5 per week in wages.

"Teamsters in the employ of the city of Calgary had wages reduced from 60 to 55 cents per hour."

Another report from Montreal said, "The Soldiers' Employment Commission, Province of Quebec, started work on November 26, organizing and preparing to cover the province in a way that will enable them to find work for the returned soldiers and help for the totally disabled. According to [the] honorary secretary of the Montreal branch, Canadian Patriotic Fund, 300 of these men were looking for work and only an occasional one finding employment."

The same correspondent also reported, "The International Barbers' Union are trying to bring about the closing of all barber shops between 8 p.m. and 7.30 a.m., except on Saturdays. The Trades and Labour Council has endorsed the movement."

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Saskatchewan Doctors Would Vote to Continue Medicare

A majority of Saskatchewan doctors now consider the province's medicare plan a success and would vote in favour of continuing it if questioned on the subject according to replies to a survey mailed last February by Dr. W. P. Thompson, president emeritus of the University of Saskatchewan.

A majority of the replies received were favourable—even those from doctors who had practised in the province before the legislation came into effect, and in spite of opposition to the survey by the province's College of Physicians and Surgeons, which called the questionnaire inadequate and its author prejudiced.

Dr. Thompson said that he had received 255 replies from a total of 809 physicians questioned, and that 242 of these were usable. This latter number represented more than a third of the doctors whom the Medical Care Insurance Commission regards as in full-time practise.

Of those who answered the question, 72 per cent said that they would vote for continuance of the medicare program if a secret ballot were conducted. Sixty-four per cent of those who were practising in the province before the plan was introduced, and 87 per cent of those who began to practise after that, answered favourably.

Dr. Thompson said it appeared from statistics and comments that accompanied the questionnaires that many persons were abusing the plan. At the same time, a surprisingly large number of replies said that doctors were also to blame for allowing or encouraging unreasonable demands in order to augment their income.

He also said that replies to the survey led to the general conclusion that, in the opinion of those answering, there had been some lowering of the quality of service since the plan was introduced. About 70 per cent of those who replied said that the relationship between doctor and patient was as good as, or better than it was before medicare came into effect.

B.C. Federation of Labour Makes Manpower Proposals

The setting up of a committee representing government, management and labour was proposed by the manpower committee of the British Columbia Federation of Labour at the Federation's recent convention in Vancouver. The purpose of the committee would be to inquire into the relationship between present apprenticeship training programs and the actual needs of the labour market.

The Federation's manpower committee said that there was a lack of comprehensive information on the kinds of skill required, and that as a result there was a wide diversity in the types of plans and programs concerning apprenticeship.

The Federation proposed four other measures relating to the training of workers:

(1) All manpower programs concerning placement, training, retraining, relocation, consultation services, vocational guidance and research should be co-ordinated under one federal service, instead of under many services as at present.

(2) A full analysis of the supply and demand situation regarding labour should be started immediately. Until this was done, no progress could be made in training.

(3) A fund should be set up by the federal Government to help displaced and unemployed workers to move from one district to another. This fund should cover the cost of the move to the worker, and what the Federation called "a reasonable settlement grant."

(4) A program of free training and retraining should be set up for displaced and unemployed workers that would provide for a living allowance for the worker and his family during training.

R. C. Smith Elected To Transportation Union Post

R. C. (Dick) Smith, Vice-President of the Transportation-Communication Employees Union, has succeeded Frank Hall as chairman of the Joint Negotiating Committee and General Conference Committee of the "non-operating" railway unions (L.G., Nov., p. 1016).

Born in New Brunswick, 38 years ago, Dick Smith, whose father is a Canadian Pacific Railway Engineer, began his career on the Canadian Pacific Railway in 1943 at Aroostook, N.B.

He became interested in the labour field, and in 1952 was elected district chairman of the Transportation-Communication Employees Union, formerly known as the Order of Railroad Telegraphers. In 1958 he was elected

general chairman. After his election as vice-president in 1963, Mr. Smith became a member of the Non-Ops Negotiating Committee. Since then he has been active as chairman of sub-committees.

R. C. SMITH

He is a former member of the Canadian Pacific Pension Board and at present is a member of the Employees Benefit Plan Administrative Committee.

Mr. Smith was recently elected vice-chairman of the Canadian Railway Labour Executives' Association that endeavours to unite all international railway unions on matters of mutual concern outside of the field of collective bargaining.

Low Wages, Discipline Cited In Hospital Staff Turnover

Ontario hospitals were criticized at the 41st annual convention of the Ontario Hospital Association in Toronto for wasting manpower through high staff turnover caused by low wages, over-strict discipline and poor communication between administrators and lower-echelon workers.

The criticisms were voiced by Albert G. Hearn, international vice-president of the Building Service Employees' International Union, and Lloyd B. Sharpe, employment relations director of the Registered Nurses' Association of Ontario.

Mr. Hearn said staff turnover in 1965 is as high as, or higher than it has been in the past 10 years.

The core of long-service loyal employees who saw the hospitals through the prewar, war and post war periods is gradually disappearing through death and retirement. Unless hospitals overcome shortcomings that cause the high turnover they will not be good employers, but will continue the manpower wastage and never achieve stable staffs, Mr. Hearn said.

Hospital work, he said, offers advantages and disadvantages:

—Steady year-round work;

—sick leave programs; and

—workmen's compensation.

These practically insure a guaranteed annual wage. However, shift work of the 24-hour a day, seven days a week operation does not attract all employees and will have to be offset by shift premiums and other attractions.

He said hospitals paid low wages and disciplined employees unnecessarily. Women form 60 per cent of hospitals' non-professional staff and their starting rates in many cases fail to reach $2,000 a year.

Mr. Hearn said that much staff turnover could be eliminated if policies enunciated at the top level were better communicated through supervisors to the rank and file.

Mr. Sharpe said hospitals should put more emphasis on care of their staff, and urged collective bargaining for nurses.

Application has been made for permission to hold collective bargaining discussions at a Windsor hospital, he said, and another in that city and one in Eastern Ontario are considering similar moves.

White-Collar Agreement Signed at Textile Firm

A contract covering 142 office, clerical and technical employees, the first white-collar agreement in Canada for the Textile Workers Union of America, has been signed by the union at Courtaulds (Canada) Limited, Cornwall, Ontario.

The one-year agreement contains two significant features for a first contract:

—salary increases are retroactive to July 1, 1965;

—a full union shop security provision requiring all employees in the bargaining unit to become members of the union as a condition of employment.

Salary increases range from $20 to $60 a month, except for employees who now are earning more than the maximum scale. They

will get a lump sum of $120, equivalent of $10 a month increase over the life of the agreement.

A clause covering technological changes calls for severance pay at the rate of one week's salary for each year of service.

In Britain, a scheme for giving white-collar status to 56,000 manual workers in the Imperial Chemical Industries, with an annual salary paid weekly and a monthly contract, is to be put on trial at four plants. If it succeeds, it will be extended, plant by plant, throughout the company in Britain.

Its success would have wide implications for industry as a whole because of the diverse nature of ICI's operations, whose manufactures range from nylons to explosives.

The object of the new scheme is to try to adapt the use of manpower and pay structures to the changed conditions of a science-based industry that is spending huge sums of money on highly instrumented processes. This is changing the nature of its manual employees' work, and the rise in the level of education is at the same time giving them the opportunity to take greater responsibility.

The agreement seeks to give the employee the status and pay that recognizes the importance of his contribution to the company and his acceptance of more responsibility, while using him to the best of his ability for as much of his time as possible.

The company expects it will bring a 10 per cent saving in labour costs and, therefore, help the trend toward lower prices to the consumer.

Canadian Labour Costs Drop Between 1960 and 1964

A study by the U.S. Bureau of Labor Statistics that compared unit labour costs in manufacturing in eight countries, confirms that Canadian unit labour costs dropped between 1960 and 1964, and showed only a 3 per cent increase in the last seven years. This is a smaller increase than that of any other country in the study. In addition to Canada, the countries under study were: the United States, France, Germany, Japan, The Netherlands, Sweden and the United Kingdom.

"This study provides dramatic evidence that Canada is rapidly improving her labour cost position in manufacturing relative to other industrial nations," William Dodge, executive vice-president of the Canadian Labour Congress, said in a recent address to the Canadian Export Association.

Mr. Dodge said that labour costs, far from taking off, have in fact been remarkably stable. "I think the facts demonstrate that labour costs have not been an inhibiting force in the expansion of Canada's export trade. I do not suggest that the time could never come when wages would increase faster than productivity, give rise to some cost pressures on the Canadian economy, and perhaps pose some problems for our export position.

"If that time comes, you can count on labour to behave responsibly and consider the interests of the country as a whole. This does not mean that we will never seek wage increases which are greater than productivity. To accept that rigid guideline would be to accept the status quo on labour's relative share of rising national income. It would mean labour should never try to increase its share relative to the other factors of production, such as capital.

"I don't believe that the improvement and survival of Canada's export trade depends on this kind of arrangement. It would be an arrangement based on social value judgment, not on economic necessity.

"Nevertheless, labour will always be conscious that productivity is an indispensable consideration in our plans and our activities. Productivity will always be a major factor in forming the environment in which wage demands take place, but we do not necessarily accept the idea that it should form the ceiling on those demands," he declared.

Survey Indicates Canada Tops Affluence League

Two British newspaper surveys indicate that Canada is the western world's most affluent country and enjoys a moderate cost of living compared with other industrial nations.

A "table of affluence" published by the *Daily Express* rates Canada "the world champion of high living." The rating is based on a system that relates good living to the percentage of households possessing central heating, refrigerators, cars, telephones, washing machines and television sets.

A *Financial Times* survey on the cost of living in 23 major world cities, shows Montreal is a place of moderate costs compared with Tokyo, New York, Paris and London.

The international affluence table, based on statistics from eight countries, shows Canada top in all of six categories. The United States is second to Canada in all categories but central heating, in which Sweden is second.

Britain ranks third in possession of television sets and washing machines, fifth in telephones and seventh in central heating, refrigerators and cars. Italy ranks last of the eight countries in all but the television and washing machine categories, in which France is bottom of the league.

Student Group Plans Labour-Farm Alliances

The *Union générale des Etudiants du Québec* recently announced that it planned a series of alliances with labour and farm organizations. Robert Nelson, newly elected president of the year-old French-speaking student movement, said that the new executive intended to engage in negotiations with the Confederation of National Trade Unions and the Catholic Farmers' Union to establish permanent "mechanisms of consultation."

The move toward alliance with the labour and farm cause appeared to be the result of a speech delivered earlier by CNTU president Marcel Pepin to 400 delegates to a student conference. In the speech, Mr. Pepin invited the students to take part in a popular front, together with town workers, farmers, students and unionized professionals.

Secondary Industry Gets Help From Manitoba Government

The Manitoba Government, provided with an industrial training budget of $500,000, has embarked on a plan to increase employment and improve productivity in secondary industry by three methods.

Hon. Gurney Evans, Minister of Industry and Commerce, said that under the plan the Government would:

(1) help any manufacturing or processing firm to carry out an in-plant training program similar to the reputedly successful program started last year in the garment industry;

(2) pay half the tuition fees for supervisory persons who are required to attend training institutions outside the province;

(3) give technical assistance grants to manufacturing concerns to the extent of a third of the cost of professional studies and investigations into modern management methods in production, cost control marketing, design and product development.

This plan is in addition to loans already obtainable for plant and product engineering assistance.

Go North, Young Man, Go North! Urges Mine Workers Union

The establishment of a Royal Commission to draw up an extensive plan for the development of the Canadian north was suggested by the International Union of Mine, Mill and Smelter Workers in a brief recently presented in Ottawa to the Advisory Commission on the Development of Government in the Northwest Territories.

"We believe an overall 10 or 20-year plan would stir and excite the imagination of Canadians, enlist their capital and enthusiastic support, mobilize our effort to serve the national interest, and offer a new and challenging frontier of growth to our youth," the union said.

The brief urged that the resources of the north should remain under Canadian control and be developed largely by crown corporations.

Canadian Manufacturing Men Attend Four-Day Forum in U.S.

A number of manufacturing executives from the Canadian Aerospace Industry attended a four-day forum in October at Los Angeles, Cal., and Seattle, Wash. Organized by the federal Department of Industry, the program was aimed at assisting Canadian firms in obtaining a better knowledge of the latest manufacturing techniques developed in the U.S.

The agenda included attendance at an aeronautic and space engineering and manufacturing meeting in Los Angeles, and discussions on the selection and application of the latest techniques and equipment for the manufacture of aerospace hardware.

They visited the Norair Division of the Northrop Corporation and the Boeing Company in Seattle where production methods and designs were studied.

CLC-Sponsored Conference Deals with Health and Safety

The Fourth Annual Conference on Occupational Health and Safety, sponsored by the Canadian Labour Congress, which was held in Winnipeg in the middle of October, was attended by 140 delegates.

Delegates were sent by six provinces: Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. About 35 unions were represented. CLC executive vice-president Joe Morris, who was one of the leading speakers, delivered the opening address on "The CLC and Safety"; and the next day he spoke on "A Health and Safety Action Program for Labour."

Other principal speakers were: Hon. Obie Baizley, Manitoba Minister of Labour; Dr. E. Mastromatteo, Ontario Department of Health; Miss Mildred I. Walker, Department of National Health and Welfare; and W. Elliott Wilson, Q.C., chairman of the Manitoba Workmen's Compensation Board, who spoke on "The Role of Industrial Safety Organizations."

Many U.S. Strikes Serve No Useful Purpose

Many of the 2,000 strikes that occur on the average each year in the United States do not make sense, and a fair proportion of them serve no useful purpose, according to an opinion expressed recently by William E. Simkin, Director of that country's Federal Mediation and Conciliation Service.

In an address at a meeting of the Personnel and Industrial Relations Association of Los Angeles, Mr. Simkin referred to what he called "the inadequacy of crisis bargaining to solve some of the issues that are arising with increasing frequency." Some of the points he made were:

"In my opinion we will retain crisis bargaining for the indefinite future for at least some issues. For example, wage determination and the over-all size of the economic package are issues that frequently require the pressures of a deadline.

"However, many so-called job security issues, adjustments to automation, required changes of seniority or incentive pay systems, and certain aspects of pension and insurance plans are examples of types of issues that simply are not susceptible to sound 'last minute' decisions.

"If collective bargaining is to continue to fulfil its purposes, the major changes of the institution in the years ahead will be directed to ways to establish and perfect more or less continuous dialogue in between the times of crisis bargaining."

Mr. Simkin observed, however, that because in many disputes the imminent threat of a strike helped to bring about agreement, it was inevitable that the threat would sometimes be carried out.

U.S. to Use Case Studies For "Hard-Core" Unemployed

Individual case studies of the reasons for unemployment would be part of a "Human Resources Development Program" recently proposed by United States Secretary of Labor Willard Wirtz. His plan would require the co-operation of federal and state authorities and private groups in making the studies, and in taking action to deal with the "hard-core" unemployment at which the program would be directed.

The Secretary of Labor offered the services of his department in working on such a project, together with the Illinois Employment Service, the city of Chicago, and industry and labour in the city. The plan would be to take census tracts of the city in which unemployment is heavy, and to arrange for voluntary registration and interviewing of those seeking work, in order to find out about their abilities and need for training. It would then be possible to decide what should be done to help them.

The program would supplement work of this nature already being done by state employment services.

Scholarship Fund Being Set Up In Memory of Joe Gannon

Plans for setting up a Joe Gannon Memorial Scholarship Fund have been made by a committee of the Nova Scotia Federation of Labour. Mr. Gannon, a regional vice-president of the Canadian Labour Congress, was killed in a traffic accident in September (L.G., Nov., p. 1016).

According to the plans, local unions will finance the scholarship fund through the Federation by apportioning a percentage of per capita tax payments to it. Private persons who wish to contribute may do so at Federation headquarters in Halifax.

It has been decided to provide $500 annual scholarships for the sons, daughters, or legal wards of union members whose unions are affiliated with the Federation. The number of scholarships will depend on the funds received.

Manufacturers Trying to Overcome Shortage of Computer Programers

A shortage of computer programers is leading to stepped-up training activities by manufacturers in the U.S. It is estimated that 25,000 more than the present 100,000 programers are needed to efficiently handle the nation's 23,000 computers.

Computer manufacturers are aware of their stakes in the situation; they stand to lose in future sales if the shortage of programers continues. Sales have been growing at an annual rate of 15 to 20 per cent. The companies are also aware of even greater computer personnel needs that will arise as applications of computer systems are expanded.

The manufacturers are utilizing several methods to reduce the shortage. National Cash Register has designed a 60-hour taped course to train inexperienced individuals in the use of its small business computers, and provides aptitude tests for use in selecting personnel to undergo the training.

IBM plans to distribute 90,000 instruction kits to customers this year, and to increase

programing training of its own and customers' employees by 15 per cent.

Control Data Corporation is launching a school to teach programing and computer technology.

First Conference on Aging To Be Held in Toronto

The first Canadian Conference on Aging, which is to be held in Toronto on January 24-28, is being sponsored by the Canadian Welfare Council. A number of organizations that are acting as co-sponsors include: the Canadian Broadcasting Corporation, the Canadian Labour Congress, the Canadian Medical Association, the Canadian Chamber of Commerce, the National Council of Women, and the Canadian Council of Churches.

Plenary sessions will be held on: "Aging in the Individual," "Aging in Our Society," and "Future Policy for Old Age." For a number of the sessions, the conference will be broken up into concurrent discussion groups and concurrent interest groups. At the beginning of the conference, tours will be made of institutions in the Toronto district.

Record Five-Year Contract Goes Into Effect in U.S.

New five-year contracts, the longest ever signed by the contracting parties, have gone into effect between the Convair and Pomona Divisions of General Dynamics Corporation and the International Association of Machinists in the United States.

The company called the unprecedented length of the agreements a contribution to "long-term labour stability that will provide a sound economic basis for acquiring new business and providing job opportunities."

The agreements cover 6,500 employees in the Convair Division, and 1,700 in the Pomona Division. Major provisions include an annual 8-cent-an-hour increase, a savings and stock investment plan to replace the former extended layoff benefit program, three weeks' vacation after 10 years, and four weeks after 20 years, additional insurance, and an improved union security clause.

A new sick leave accumulation plan will permit employees to "bank" unused sick leave up to 30 days for catastrophic illness, bereavement, or job termination.

In Canada a seven-year master collective agreement was signed in mid-June by a council of 12 building trades unions and an association of contractors that is expected to ensure construction of the Welland Canal "twinning" project and related highway work (L.G., Aug., p. 694).

U.S. House Committee Hears Suggestions on Labour Laws

The U.S. House Labor Committee hearings on possible study of the National Labor Relations Board and the Taft-Hartley Act produced a host of suggestions from unions, employer groups and Congressmen.

The AFL-CIO's industrial union department called for an investigation of anti-union employers, especially in the South, and claimed that southern workers feel that the NLRB is not for them but for the employers.

The group also urged establishment of a special court to enforce NLRB orders. The Teamsters recommended that the Taft Act be changed to deny the employer any right to state his views during a union election campaign.

The Chamber of Commerce of the United States urged "extensive hearings on all phases of NLRB activities", and charged the board with causing chaos and confusion, having "pro-union and anti-worker" procedures, and setting itself up as the "self-anointed maker of our national labor policies."

The National Association of Manufacturers, while not participating in the hearings, said in a letter that it was also concerned with the board's functioning as a policy-making agency.

Senator Jacob Javits called for a comprehensive review of the Taft-Hartley Act, noting "problem areas" such as the captive audience doctrine, employer free speech, the national emergency section, enforcement of no-strike agreements, and better regulation of welfare funds.

Unions Given Same Rights Of Withdrawal as Employers

Unions have the same right to withdraw from multi-employer bargaining unions as employers, according to two decisions by the U.S. National Labor Relations Board.

The board ordered the Detroit Free Press and the Detroit News to cease their refusal to bargain with the Paper Handlers and Plate Handlers Union Local 10, and the Detroit Newspaper Printing Pressmen's Union Local 13. The two unions had given notice to the employer association that they wished to conduct bargaining on an individual employer basis. The newspapers replied that they would continue bargaining only on an association basis.

Noting that present board policy allows an employer to withdraw from an association at will as long as the request is made before the date set by the contract for modification, or before the agreed-on date to begin negotia-

tions, the board majority says that since the unions followed this procedure, they should be permitted the same rights of withdrawal.

The board rejected arguments from the employers that because union withdrawal strengthens the union, and employer withdrawal weakens the employers, unions should be subject to more restrictive rules regarding withdrawal.

The NLRB contends that the bargaining power of either side is not a criterion for determining the appropriateness of a bargaining unit. The majority further stated that even if increasing the effectiveness of the strike weapons were the only reason for union withdrawal, the board would have no legitimate basis for preventing withdrawal.

NLRB Internship For Law Professors

Establishment of an National Labor Relations Board internship for law school professors interested in labour law has been announced by the United States National Labor Relations Board. The creation of the staff position, at an annual salary of $10,000 to $17,000, has two objects—to give the professors a first-hand knowledge of the Board's purpose and activities, and to enable them to take a broader view of the Board's cases.

According to the *AFL-CIO News* for October 30, the first appointment will be for the school year beginning on September 1, 1966.

U.S. to Make Grants For Manpower Research

Grants for manpower research by colleges and universities will be made under a program to be directed by the United States Department of Labor under authority of recent amendments to the U.S. Manpower Development and Training Act.

In announcing the program, Secretary of Labor Willard Wirtz said that there were "many more new people, and more new machines than new ideas about how to use them." The aim of the program would be to "get the ideas of those who have more time to think than we have."

Actors' Equity Affiliates with CLC

The Actors' Equity Association has been accepted as an affiliate of the Canadian Labour Congress, it was announced recently. The Association is an international organization with 2,000 members in Canada.

Aiming at Better Accord Between Business and College Campuses

A better accord between the business community and college campuses is the goal of Monsanto Chemical Company's annual seminars with college faculty members in the United States.

Foreseeing an increase in its need for marketing personnel, Monsanto is attempting to gain academic co-operation in its recruiting efforts. The company hopes to offset the problems that recruiters face on college campuses today, where the business image is often a "dirty" one, and education and government services are luring talented graduates away from the business community.

The two-day annual conference is designed to present a clearer picture of the chemical marketing function, and to provide a better understanding of business in general and the company in particular.

Group discussions are held on such topics as business as a career, the various facets of marketing at the company, the marketing of a new product (by case example), new developments in Monsanto research, the professional development of the marketing man, marketing assignments and market research, and technical service.

Round table discussions explore the interrelationships of business and industry, and how better understanding and mutual assistance between the two can be fostered. To overcome some of the communications and other problems that exist in the business-industry relationship, the conference members proposed a number of actions. These include:

1. the adoption by more companies of a "year in industry" program for college professors;

2. "swap" programs, in which a company and a college exchange a man for a year;

3. greater use by companies of college professors as consultants;

4. salaries in industry high enough to attract graduates who might also be considering college teaching, and some arrangements whereby students who plan eventually to teach could spend their first few career years in business;

5. the establishment of "university relations" functions in companies to provide regular contacts with universities; and

6. "inverse sabbaticals" in which businessmen could spend two weeks or so on campus, talking to university people in their area of interest, auditing seminars, and generally "taking stock".

U.K. Union's Services Firm Arouses Controversy

The decision of the 800,000-member National Union of General and Municipal Workers to establish what is known as a services company has aroused controversy in Britain. The company has been established in order to allow union members and their families to buy, at lower prices than in regular markets, such goods and services as motor cars, house and personal insurance, holidays and holiday travel, and household goods.

Some of the unions whose members are employed in the insurance business and in other industries likely to be affected by this competition complain that it will impair their members' standard of living. Some firms, including concerns in the co-operative movement, contend that the NUGMW is engaging in unfair trading.

The union's answer to this criticism is that its members will be free to buy in the regular channels if they wish to do so.

It is also objected that the venture will divert the union from its proper trade union activities. But the union says that it is for this reason that it has esablished a separate company, and that union officials will be free to carry on their usual functions without interruption.

Manpower Adjustment Report Available from OECD Division

A report on "Successful Manpower Adjustment to Changing Technology Involving a Joint Union Management Approach" has been published by the Social Affairs Division of the Organization for Economic Co-operation and Development, as National Missions 1964—Report No. 9. The report was prepared by a Canadian joint team representing employers and unions that visited the United States in September 1964 for the purpose of studying the subject dealt with in the report. The team was accompanied by a Canadian Government observer.

The team visited: Cleveland, Ohio, to study the joint action of federal, state and local authorities in relation to manpower problems; South Bend, Ind., to study the situation brought about by the closing down of the Studebaker Automobile plant in 1963; Long Beach, Calif., in connection with the mechanization and modernization agreement between the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union; and Oakland, Calif., to discuss the operation of the Kaiser Steel Company's Long Range Sharing Plan, particularly in relation to manpower displacements.

British Guiana Women and Alberta Federation May Twin

The Women's Advisory Committee of British Guiana has agreed to sponsor a visit by two officials of the Alberta Federation of Labour to consider the feasibility of setting in motion a "twinning" program. The purpose of "twinning" is to arrange for closer collaboration between the trade union movement of British Guiana and the Alberta Federation of Labour. The main benefits to be derived from the project are expected to be:

—exchange programs between workers in Alberta and workers in British Guiana;

—the sharing of educational and vocational training facilities;

—the sponsoring of charter flights bringing Canadian trade unionists as tourists to British Guiana and vice versa.

Commenting on the proposal, Frank Bodie, executive secretary-treasurer of the Alberta Federation of Labour said:

"It seems to me that your suggestion of twinning between either a section of the trade union movement in Canada, or on a broader scale, with a counterpart in British Guiana is an excellent one, and deserves a very thorough study of the whole idea to seek out its possibilities. While the idea certainly lends itself to International Co-operation Year, ICY will shortly be drawing to a close. However, here in Canada we are looking forward to our Centennial celebrations in 1967, and I know our Federation, through its public relations committee, has been giving a great deal of thought to this idea of twinning."

Impressive Increase in Women Workers in Japan

In 1964, married women workers represented one-third (32.9 per cent) of the total number of women workers in Japan. They made up 95 per cent of the one-year increase of 240,000 women workers in that year. Although more than half of the total 8,350,000 was made up of unmarried workers, that category showed a decrease of 10,000 for the same period.

The 900,000 "unclassified" women workers represent an increase of 10,000 over the previous year.

The ratio of married women workers has increased from the rate of 1 out of 5 to 1 out of 3 in the past 10 years.

NEW YEAR MESSAGES

ALLAN J. MacEACHEN

Minister of Labour

On behalf of my colleague, the Hon. John Nicholson, the new Minister of Labour, who will be returning to Canada on January 2, and on my own behalf as Minister of Labour during the past year, I would like to extend our best wishes to all Canadians at this season of the year.

The year just past has indeed been one of great progress and of continuing prosperity.

Employment rose rapidly to the highest level in our history. Unemployment dropped to the lowest point in nine years. Personal incomes continued to rise and there were further improvements in working conditions.

The increase in the labour force was one of the largest in recent years. In an economy less healthy than ours, such an increase could have created serious difficulty. It demanded a corresponding increase in employment just to absorb the new arrivals in the labour force, on top of the increase needed to reduce unemployment.

Employment in 1965, averaged over the first 11 months, was almost 6,900,000, an increase of 248,000 or 3.8 per cent over the year before. By comparison, the average yearly increase during the five-year period ending in 1964 was 2.4 per cent.

It is evidence of our economic growth that enough new jobs were created to balance the growth of the labour force and to reduce unemployment, by November, to the lowest rate for the month since 1956.

The seasonally adjusted unemployment rate in November was 3.6 per cent, compared with 4.2 per cent at the beginning of the year and 4.3 per cent in November 1964.

Unemployment is still a cause for concern, but with the rate below 4 per cent in recent months the dimensions of the problem are now substantially reduced. Our task is now more and more one of concentrating on measures to aid those areas of the country and those people who, for one reason or another, are not sharing fully in Canada's prosperity.

The combination of increasing job opportunities and declining unemployment has produced labour shortages, in certain occupations and certain areas of the country.

For instance, there has been a continuing strong demand for skilled workers in most of the construction and metalworking trades. There has also been a tight labour market in the technical and professional occupations.

The shortage of workers in the construction industry may become more critical next year. To meet this threat, an industry-government committee has been set up by the Department of Labour to find ways of stepping up training for the construction trades.

The major objectives of the committee are to double, from 10,000 to 20,000, enrolment in short-term construction training courses this winter and to double the number of new apprentices in the industry over the coming year. A pilot training project will start in January in Sarnia, Ontario.

To a large extent, our shortages are not of manpower, but of skills. We have made enormous progress in expanding technical and vocational training in Canada. Since 1961, when the present federal-provincial agreements were signed, accommodation for more than 325,000 new students has been provided in provincial technical and vocational schools and institutes of technology, with federal assistance, and training for the unemployed has been increasing from year to year.

The great need now is for more training within industry. This kind of training, for which federal assistance is also available, holds the answer to many of the shortages of specific skills. The work of the new construction training committee may well point the way to training plans in other industries.

The new Manpower Mobility Program has been introduced to help unemployed workers move to areas where there is a demand for their services.

Transitional Assistance Benefits have also been introduced for workers in the automobile and parts industries whose jobs were affected by the Caanda-United States automotive agreement.

The first manpower assessment agreements were signed in 1965. Under these agreements the government offers technical and financial

(Continued on page 1161)

CLAUDE JODOIN

President, Canadian Labour Congress

The New Year is going to confront Canadian society with a number of serious questions which must be answered without further delay. During 1965 there has been considerable evidence of a growing restlessness and feeling of insecurity on the part of men and women in many types of employment. In several instances strikes resulted.

It is significant that in a number of these situations direct concern about job security was the underlying cause. For some time now there has been recognition in many quarters, and particularly among trade unionists, of a failure of our society to keep pace in human terms with the great strides that have been made in technology. Time and again attention has been called to the wide gap between expanding technical ability to produce and the adaptation of these new potentials to human needs. The circumstances which have already led to difficulties in particular companies can easily assume national scope. Action to bridge this gap can no longer be delayed.

It is quite true that insofar as immediate employment is concerned, the situation in Canada improved noticeably, particularly in the latter part of this year. But the air of uncertainty and the knowledge that an unprecedented number of young people are about to enter the labour force, make it quite clear that present conditions carry no automatic assurance for the future.

In another aspect of collective bargaining, a number of our unions have gained wage increases during the past year. Under the economic conditions we have been experiencing, this trend is to be expected and should be welcomed. In recent years productivity has shown a remarkably steady growth, and there has been a marked increase in profits. The men and women who produce these goods and services can logically expect to share in the benefits. Such a distribution of our country's wealth is also essential if we are to provide an adequate and growing consumer market for that which we are able to produce in increasing quantities.

During this New Year the Canadian Labour Congress will press at every opportunity for a more realistic approach to these and other economic problems. We propose raising these matters when we meet the federal Government early in 1966. We will also seek increased activity on the part of the Economic Council of Canada so that all sections of our society may play their full role in the type of planning that is so badly needed.

We will also continue to seek improvements in social security and other forms of legislation with top priority being given to a truly comprehensive health insurance program.

We have been encouraged during the past year to see a marked trend toward increased support for the collective bargaining process and for the organized labour movement. A large number of people in occupations and professions which had previously shown little active interest in the labour movement are now recognizing the advantages and the need for placing their relationship with their employers on the formalized basis that is the foundation of collective bargaining. Because of changes which are taking place in our social structure a continuance of this trend is to be expected.

The past year has brought even greater complexities in the area of international affairs. New and difficult trouble areas have demonstrated the necessity for a strengthening of the United Nations. Situations which have arisen in several of the developing countries again give emphasis to the importance of free trade unions in the structure of democracy.

These are but some of the situations which we carry with us into the New Year. Serious as they are, we must recognize that they are by no means beyond human solution. Action in these and other areas can give Canadians assurance of many great and important advances in 1966.

CHARLES SMITH

Chairman, Canadian Railway Labour Executives' Association

The Canadian Railway Labour Executives' Association, which represents approximately 100,000 railway employees in both the operating and non-operating Railway Unions, welcomes this opportunity to extend greetings and sincere good wishes to members and their families wherever they may reside in this great Canadian nation. The New Year is a time to review the accomplishments of the past year and the prospects for 1966.

CRLEA was organized in April, 1965 as a result of the desire of International Railway Unions to establish and maintain co-operative action and co-ordinated policy on all matters of mutual interest, particularly in the legislative field.

The National Legislative Committee, which has a long and enviable record as a responsible spokesman for railway labour, is now an integral part of CRLEA, and already the value of co-operative action has been fully demonstrated in representations made to the Government and to Government-appointed Commissions.

Union activities have, of necessity, become more complex and diversified as we become involved in all areas affecting the welfare of our people in providing an acceptable standard of living as citizens of Canada. CRLEA is not a collective bargaining agent, but the close relationship between collective bargaining and legislation requires the utmost collaboration in reaching policy determinations.

Probably the most important advance in 1965 was the establishment of the Canada Labour (Standards) Code, and while there are still many problems to be solved with respect to its application, we believe that the Code is basically sound legislation which merits the full support of railway labour.

Introduction of the Canada Pension Plan has posed many problems in connection with existing railway pension plans, but we believe that, with the exercise of constructive, co-operative thinking, these problems can be resolved in a satisfactory manner.

We view with a great deal of interest the extension of the Government's Labour-Management Co-operation Service and we note that there are now 2,014 Labour-Management Committees active in industry, an increase of 131 since 1964. The CNR has maintained a most successful Union-Management Co-operative Movement since 1929.

The year 1966 should prove to be an interesting and progressive year; the Government is committed to doing everything possible to eliminate poverty, and has introduced a Manpower Mobility Program to assist in training workers and helping them to locate in areas where suitable work is available. CRLEA is ready to assist in any way possible in this worthwhile endeavour; we have long advocated a constructive manpower policy to eliminate the economic and social waste caused not only by displaced workers but also by lack of work opportunity for the youth of our country. Insecurity has a most demoralizing effect, and it must be replaced by a positive work opportunity program.

We appreciate the good relationship that existed between the former National Legislative Committee and the Government, and we extend to the Government the full co-operation of the CRLEA in any of those matters in which we may be of assistance. As we go forward into 1966, may it be with a firm resolve to promote those goals to which we are dedicated—Peace, Happiness and Security.

OFL Convention Told

UNION MEMBERSHIP AT NEW HIGH

The 9th annual convention of the Ontario Federation of Labour was held in Cleary Auditorium in Windsor from November 9 to 11. Over 900 delegates attended the convention that was termed the largest ever held.

Frank Quinlan, president, Windsor and District Labour Council, formally opened the convention. A welcome to the delegates was extended by Mayor John Wheelton, Q.C., and by CLC executive vice-president William Dodge.

A wide range of topics, in the form of 122 resolutions, was presented to the delegates. During the three-day meeting, approval was obtained on 72 resolutions—in some cases only after lengthy debate.

Membership in the trade union movement in Canada is at an all-time high, reversing a declining trend, Mr. Dodge said in an address aimed at organizing labour. He predicted that Canadian unions could add 500,000 members to their ranks in the next three years through vigorous and intelligent organizing programs. He qualified his estimate by citing two factors that would influence membership growth:

—continuation of the present buoyancy in the economy;

—continuation of insecurity in employment caused by technological changes, automation and special trading arrangements.

OFL president David B. Archer making his annual report to the convention said: "We have attained a standard of living that would have been unattainable 30 years ago" but added that these advances, however great, "are but a step along the road toward greater and more comprehensive social justice for all Canadians."

Mr. Archer said Canada is still behind most other democratic countries in welfare programs, and also lacks a national comprehensive medicare plan and a satisfactory national pension plan. "The lack of such plans in 1965 in a country like ours is a national disgrace and a constant reminder of the tasks that lie ahead."

A heated debate ensued on a resolution suggesting the abandonment of once-a-year meetings in favour of meetings every two years. By a show of hands the delegates voted to continue meeting once a year and also to elect the executive annually.

Delegates solidly reaffirmed their support of the New Democratic Party and unanimously endorsed a resolution by Local 2900, United Steelworkers of America, urging OFL affili-

DAVID ARCHER RE-ELECTED PRESIDENT FOR 8TH TERM

David B. Archer was re-elected to his 8th term as president of the Ontario Federation of Labour at the 9th annual convention in Windsor during November.

Douglas F. Hamilton was also returned as secretary-treasurer in a two-man contest with Jack White, a member of the Toronto local of the Iron Workers Union. Hamilton polled 429 votes to White's 322.

Eighteen candidates were nominated for the 12 positions of vice-presidents. A total of 773 ballots were cast, resulting in the election of George Barlow, Hamilton; Purdy Churchill, Toronto; Richard Courtney, Oshawa; Hugh Doherty, Marathon; James Dowell, Ottawa; Mike Fenwick, Toronto; Sam Hughes, Toronto; Jack Pesheau, Port Arthur; William Punnett, Toronto; Mike Reilly, Toronto; Harold Thayer, Ottawa, and George Watson, Hamilton.

ates "to become direct supporters of the party."

An unusual aspect of the convention was a march through Windsor streets by leaders and delegates to protest court injunctions in general—and in particular, an injunction obtained by the Union Gas Company Limited of Windsor to limit pickets in front of the company office. The strike of the Oil, Chemical and Atomic Workers Union against the company in Windsor, Chatham and Sarnia was in its second week at the time of the convention. The march was free of incidents, and police re-routed traffic during the 15-minute parade.

WILLIAM DODGE

During his address, Mr. Dodge stated that union membership in Canada this year stood at 1,589,000, an all-time high, and that for the first time since 1958 the percentage of the labour force organized had also increased (L.G., Nov., p. 1010). While regional figures were not available for 1965, he said that in the 10-year period from 1954 to 1964, the number of organized workers in Ontario rose by 161,850.

In the first seven months of 1965, 356 certifications, covering almost 10,000 workers, were granted to CLC-affiliated and directly-chartered unions in Ontario.

"Low unemployment (1.8 per cent in Ontario in September) and industrial expansion have added thousands of new members to already established bargaining units," Mr. Dodge said. "Organizing prospects are very good. Organized workers are making substantial gains in wages and working conditions, while the unorganized find their relative position deteriorating. Large numbers of these workers are beginning to realize that in order to keep up they have to get organized.

"This is also true of white-collar workers. We have seen during the past year some major gains in this sector—enough to establish that white-collar workers need and want organizations—and are rapidly becoming as organizable as any other type of worker."

Mr. Dodge said some affiliates of the Congress have a full head of steam up and are gaining momentum all the time. Others don't seem to recognize that opportunity is knocking on the door. "They hesitate to put organizers in the field—some of them have no organizers at all. They expect everyone else to stand aside while they sit on their jurisdictions and leave important and sometimes key sectors of industry unorganized and fenced off from the labour movement," said Mr. Dodge.

"I want to make it clear that I believe in sound jurisdictional demarcation but we cannot afford any longer the luxury of playing around with petty jurisdictional claims while large numbers of workers remain unorganized, because the unions which have the responsibility won't do the job. I think the time has come for us to say to some of our affiliates: 'Either get busy and organize the workers you cover, or step aside and let someone else do the job'."

Mr. Dodge said there are 18,000 unorganized workers in the logging industry and 27,000 in mining. "About 125,000 remain to be organized in construction, and about 180,000 in transportation, communication and storage. More than 25,000 utility workers do not belong to unions and only about 1,000 of the 240,000 workers in finance, insurance and real estate are unionized.

LABOUR CENTENNIAL BUILDING PLANNED

A Labour Centennial Building to commemorate the past, present and future of the labour movement in Ontario, is to be undertaken by the Ontario Federation of Labour as a centennial project.

At its 9th annual convention in Windsor, a recommendation from the Executive Council giving support to the proposal was approved by the delegates. During the past couple of years, the affiliated unions and local labour councils have, in varying degrees, become involved in local centennial projects. The Executive Board became concerned that the time, money and effort of the labour movement in Ontario could become swallowed up in local projects, so that in the end, nothing of labour significance would emerge.

Recommendations made by a steering committee are:

—the project should house the Federation and provide offices for the Canadian Labour Congress and participating unions;

—people and incidents of historical significance and importance to organized labour should be commemorated;

—focal point of the building should be a centrally located research library where material of both historical and current significance could be housed;

—the site for the building should be downtown Toronto.

At OFL Convention in Windsor left to right: David B. Archer, President; Douglas F. Hamilton, Secretary-Treasurer; Frank Quinlan, President of the Windsor and District Labour Council; and Mayor John Wheelton, Q.C.

"Big Boys" In Retail Trade

"But we haven't come to the big boys yet," he continued. "In retail trade, more than 800,000 workers are unorganized—only six per cent of the total number belong to unions. In manufacturing, there is an organizing potential of over 900,000. In service industries more than one and one quarter million workers do not belong to unions."

The figures cited were for Canada as a whole, he said, but "if we take into account that the big unorganized groups are in industries heavily concentrated in this province—manufacturing, service and retail trade—I think it is a good educated guess that the unorganized in Ontario number easily 1,500,000 workers.

"The 1964 figures show that the percentage organized in Ontario falls below the national average—28.9 per cent, which supports my figure of a million and a half."

Mr. Dodge indicated that from the figures, there is enough organizing potential for everyone. "It is true that the Congress sometimes has three or four unions which legitimately claim the right to organize in a specific plant. The ghastly fact is that in all too many cases that is exactly what they do. In a number of instances during the past few years, in spite of all we could do, the Congress has been forced to stand by helplessly while our own affiliates systematically massacred each other in abortive attempts to organize the same group of workers. They have not only lost the campaigns, but they have wasted energy and money and given the labour movement a black eye at the same time.

"I claim, and I am prepared to substantiate it, that thousands of workers today remain outside of the labour movement for the simple reason that our affiliates have been too short sighted to co-operate and share the organizing task with each other, instead of cutting each others' throats."

In some jurisdictions, notably boot and shoe, and electrical manufacturing, co-operative programs have been worked out that will eliminate this kind of competition, he said, adding that headway was being made in the broad field of petro-chemicals and textiles. While genuine jurisdictional issues do arise, Mr. Dodge said, there was an efficient constitutional procedure for settling them. However, it is still the case that time and membership dues are being wasted on internal problems and disputes when so much more remains to be done on the organizing front.

Problems Facing Trade Unions

Problems which will face the trade union movement in the next few years will include:

—Settling the issue of technological change at the collective bargaining table and with various governments;

—clearing up the "gaps in social security";

—assuming a full role in planning for economic growth, full employment and the elimination of poverty and;

—concentrating attention on water and air pollution, slum clearance, housing and education.

"We will have to assume, alone among all the institutions in our society, the responsibility for ensuring that the growing flood of

production will be equitably distributed among our citizens. We have only one weapon, our unions, with which to protect the workers. Only our unions can prevent the 'insiders' from cornering the lion's share of the proceeds of production.

"But we cannot enter this new period of challenge with less than the maximum possible strength. We need greater numerical and moral strength to cope with the economic issues with which we will be confronted. And we must gain greater influence among the 70 per cent of the labour force who remain outside the ranks of our trade unions in our struggles with antagonistic governments at both federal and provincial levels."

Mr. Dodge said this was no confession of weakness because "the 30 per cent we do represent is strategically located in key primary and secondary industries and exerts an influence on bargaining trends much greater than our numbers indicate. I am talking about how much stronger we can and should be and how much easier out task would be.

"That is the only point I am presenting to you. It is a challenge—the challenge to being now the greatest trade union organizing drive Ontario has ever seen—in every part of the province—in every industry—in every jurisdiction."

He urged the delegates to get their unions to survey their field of jurisdiction; to put special staffs to work; to enlist the support of labour councils, the federation, and the Congress. He concluded: "Don't wait for spring. Do it now. You may never have an opportunity like it again."

DAVID ARCHER

Mr. Archer said Windsor, in many ways, is like the trade union movement. "Much of the vitality of our movement was gained by the militant attitude of the workers of this city."

He recalled the 99-day strike against Ford of Canada two decades ago when 1,500 cars were stalled bumper-to-bumper outside the plant. (L.G., 1944, p. 742)

"When Ford decided to transfer much of its operations to Oakville three years ago, many people gave Windsor up for lost," he said. "The crowning insult came when Windsor, which had considered itself the highest wage area in Canada, was designated by the federal Government as a 'depressed area'.

"But Windsor was not dead, but merely pausing for breath in its stride into the future. As you look around today, you can see the signs of a renewed growth and vitality. This new lease on life took re-adjustment, self-analysis, and an abiding faith by the people of this city that it had a future. Today nobody in Canada would dispute the fact that this city has indeed a bright and promising future."

Mr. Archer told the delegates that critics are forever suggesting that the union movement is passé—that our heyday is past. "Like Mark Twain's reported death, I believe this opinion is greatly exaggerated. Like Windsor, I believe that the trade unions of this country have a glorious future. Like Windsor we will, no doubt, have to make some changes in our structure, procedures, and attitudes, to meet future developments."

While aware of the shortcomings, Mr. Archer said "we have done much and are in the process of doing more to overcome those things that retard the growth of the union movement."

He said one must be careful not to discard the tested and accepted pattern merely because something comes along that is new, as newness in itself is not necessarily a virtue.

Must Attract More People

"We are aware that we must attract more quickly, and in greater numbers, such people as the civil servants, professional, and semi-professional groups, more white-collared classifications, and that we must find better ways of recruiting the growing army of service workers.

"We realize also that as these people enter the movement with their new ideas and different attitudes, their presence will tend to change the attitudes of our movement. Not that it will be less militant, surely the postal employees proved that militancy in trade union matters is not reserved for industrial workers."

Gains have been made at the bargaining table that are unequalled in our history, and already many unorganized workers are realizing the benefits that can be gained by belonging to an active, militant and democratic trade union, he declared.

He suggested that the need for the union movement is greater today than at any time in history. He said the complexities of modern society had engulfed the individual to such an extent that his voice can only be effectively heard in an organized group. "The potential dangers for the workers in an automated society are no less than those imposed by the tycoons of the 19th Century against the cotton mill workers and the miners of those days."

Turning to the poverty picture, Mr. Archer said a part of the problem in Canada involves housing. "Too many people are still living in substandard houses that do not provide the basic amenities that should be the heritage of every Canadian. While most of the attention is focused on the large cities, the rural areas are equally distressed. Here is an area that calls for immediate attention.

"Labour councils can perform a useful community function by searching out inadequate housing in their jurisdiction and bringing it to public attention."

Mr. Archer quoted figures from a survey conducted by the Ontario Federation of Labour a year ago that showed:

—almost two and a half million persons, or over 13 per cent of the total population of Canada, are living in destitution;

—there are more than four million persons —over 22 per cent of the total population of Canada—living either in poverty or destitution;

—there are almost 6,500,000—over 35 per cent of the total population living in either deprivation, poverty or destitution.

Poor Have Not Diminished

Poverty figures for Ontario, he said, are roughly in the same proportion. "The poor," he added, "have not diminished in numbers since our last convention.

"Our Government says that an income of $3,000 for a family of four is a poverty income," continued Mr. Archer. "Yet the paradox is that it legislates this same poverty by providing a minimum wage that does not eliminate poverty. Low as the minimum wage is, countless workers in this province are excluded from its protection. To be poor when one is unemployed is bad enough—to be poor when working is intolerable."

"Manpower policies play an important role in the fight against poverty. We will have to train new workers to fill new jobs, and we will have to retrain other workers so that they can continue to work. Some unemployed workers will find this the only route to employment, but these workers must be retrained for jobs that pay above-poverty wages, and that will not be eliminated by the new technology. Any retraining that is otherwise constructed is almost fruitless. The working poor can also benefit from adult education and retraining programs so that their abilities, and hence their working potential will increase. More capital should be invested in our human resources."

Mr. Archer said the fight against poverty is being waged on two fronts:

—providing enough jobs for workers displaced by the new technology and for new entrants into the world of work;

—providing adequate education to effectively break the oppressive cycle of poverty.

"We have left the training of our scientists, engineers and technicians largely to chance. As a result we have suffered an enormous waste of talent. The recent scramble for qualified people from other countries is a measure of our failure on this front," he declared.

Age-Old Evil

"Organized labour can claim considerable experience in the war on poverty. The labour movement was founded on the need to fight this age-old evil. Labour was enlisted in the war on poverty from the day the first union was organized, and has fought that war, not only on behalf of its members, but on behalf of the community, as a whole."

On the legislative front, he said, where a certain measure of success has been achieved, labour fought for the minimum wage, unemployment insurance, workmen's compensation, pensions, medicare, and a proper industrial relations procedure.

Organized labour has been an active participant in welfare councils, community chests, and various other public and voluntary agencies, and now has representatives on various economic councils, pension boards and housing organizations.

"The labour movement has made a significant contribution to the elimination of want. Its particular position as a responsible agent of economic progress makes it an important lieutenant in the war on poverty. The fact is that it is now politically safe for Government leaders to make these statements because the war on poverty can now be won. It is because today, for the first time in history we have the accumulation of wealth, the productive ability and the technological know-how to eliminate poverty for all time."

He said it was not enough to declare a war on poverty. The Economic Council of Canada has made predictions and has projected guidelines which, the Government must follow if it is to achieve its objective.

"The complexities of our economy have become so involved that it is virtually impossible for the private sector of the economy to cope with them. That is why more direction must come from the public sector. The Government must create the climate for economic growth and full employment that will provide an adequate income for all.

"This means an increase in public investment. The projects that have to be built to help house, educate and bring to health the poor are precisely the projects that would provide them with work.

"A proper health plan and an adequate universal pension plan would increase the purchasing power of precisely those who would put all their money into circulation. This would in turn revitalize the economy, and this is the job of the trade union movement," Mr. Archer concluded.

Important Resolution

One of the most important resolutions put forward and adopted by the convention proposed that the Canadian Labour Congress

urge the federal Government to implement effective manpower policies to ensure full employment, and to take other measures to eliminate want. Recommending also that the federal Government lauch an effective work and social opportunity program, the resolution proposed that the Ontario Government be asked to co-operate with the federal Government in an overall war on poverty.

The resolution noted that the war on poverty launched by the Government (L.G., Sept., p. 794) "is at the moment almost entirely confined to the activities of the ARDA (Agricultural Rehabilitation Development Administration) whose terms of reference are limited."

A resolution supporting payment of a minimum wage of $1.75 an hour to all workers regardless of sex was similarly endorsed. Another that urged the federal Government to protect blind and other handicapped persons under the Minimum Wage Act was carried. It stated that these persons were being discriminated against, and that their omission from the Act was being used by some employers as a loop hole for the hiring of cheap labour.

The Ontario Govenment will be urged to enact legislation providing for a 40-hour week, in line with the 40-hour week for all employees under federal jurisdiction. The work week in Ontario is at present 48 hours. The resolution endorsing the change also proposed that all overtime be paid for at the rate of time-and-one-half for all work performed over eight hours a day, and on Saturdays. It is also asked that Sunday work be paid for at double-time, and statutory holidays at double-time plus holiday pay, and that all overtime work be on a voluntary basis.

The convention further adopted a resolution that deplored "moonlighting." It suggested that automation is becoming an ever-increasing problem and that if moonlighting disappeared, the employment situation and job displacement would be partially solved. One delegate said the solution to moonlighting was in paying workers wages that would make the widespread practice unnecessary.

"Continental" Work Week Deplored

Another resolution endorsed by delegates called on the federal and provincial government to enact legislation to prohibit, in non-essential industries, the so-called "continental" work week that includes work on Saturdays and Sundays. The weekend work system has already been implemented by some non-essential industries, the resolution said, and this conflicts with labour's policy of a standard 40-hour week from Monday through Friday. It also said the change violates the Lord's Day Act and weakens religious and family life.

Dealing with the tendency of discount outlets, chain stores, and supermarkets to remain open six nights a week and on recognized and statutory holidays, the convention passed a resolution urging the Ontario Government to assume responsibility for legislation governing store hours. It asked that such legislation be enacted only after consultation with unions in the retail field, consumers, and the retail industry.

Sweatshop Hours

The resolution noted that the practice is forcing small businessmen to adopt sweatshop hours in order to survive. It added that the trend results in the increased use of part-time employees in stores, including young girls and married women, and a relative decrease in full-time workers—a situation that imposes organizational problems for unions.

One delegate said the latest development was that food chain stores were beginning to remain open on statutory holidays. He predicted that the next step would be Sunday sales, now common in parts of the United States. The Lord's Day Act, he said, is not being enforced, and urged union members to boycott stores that stay open on statutory holidays.

A member of the education committee of a United Steelworkers' local in Hamilton voiced the opinion that television, bowling and the movies have priority over retraining in job skills in the minds of the very workers who need to upgrade themselves.

Speaking on a substitute resolution on training, James Brechin said, "Many workers in the 40-plus age group are unwilling to upgrade themselves. Many of our people would rather watch hockey or go to the movies. When they find their wages are slipping, the first thing they do is blame the union."

Automation One of Greatest Threats

The resolution described automation as one of the greatest threats to the trade union movement in Canada. It urged the provincial Government to step up training for workers who are laid off because of automation, retrain them for suitable work with adequate pay as they train, and aid them to find suitable employment in their newly trained capacity.

The same resolution urged the delegates to "rededicate themselves to the struggle for higher pay, shorter hours, union control of overtime, longer vacations, earlier retirement, and any other form of action that will provide job security with an adequate and progressively increasing income."

The comments by Mr. Brechin were confirmed by a survey taken by the United

Steelworkers of America in plants covered by the union from Ontario to British Columbia.

M. J. Fenwick, assistant director for District 6 of the union, that covers the area of the survey, said adequate training programs have been sponsored under a federal-provincial co-operative program, but that governments, employees and the unions were dragging their feet in making use of them.

The survey showed that 505 apprentices were being trained out of 97,000 workers in the industry, and that only 899 workers were being trained to improve their skills among the employees covered by the 450 agreements held by the union.

The Ontario Government was criticized for its action in integrating the Canada Pension Plan with pension plans over which it exercises administrative control. An emergency resolution branded the action as:

—Infringing on the rights of these employees,

—preventing them from engaging in free collective bargaining with their employer for improved pension benefits;

—denying them the full benefits they might enjoy as a result of the Canada Pension Plan.

The resolution demanded that directives and amendments that have been implemented with respect to pension plans within the supervision of the provincial Government be rescinded, so that decisions could be reached through collective bargaining as to whether the Canada Pension Plan should be stacked on top of or integrated with existing plans.

Would Deprive Employee of Right

The president of the 9,000-member Ontario Hydro Employees local of the Canadian Union of Public Employees, Keeley Cummings, said the integrated scheme would mean savings of millions of dollars to public utility commissions, but would deprive employees of the right to bargain for improved pension benefits.

The federation was criticized for not being militant enough in fighting against the use of injunctions in labour disputes. Federation President Archer denied the charge. He said the federation had made representations to the Ontario Government, but has no power to order union demonstrations or a province-wide strike as was advocated by some delegates. This power, he said, rests with national and international union offices or local members, and they are not likely to surrender this power to the federation.

A revised substitute resolution demanding that the provincial Government prohibit the granting of injunctions in labour disputes was then carried.

Pointing out that conciliation was a wartime measure designed to assist labour and management to settle their contract differences, that most conciliation boards now make no recommendations and that experience has taught organized labour to view many conciliation boards as a hindrance to sound collective bargaining, the convention adopted a resolution requesting that the Ontario Government amend the Ontario Labour Relations Act.

The resolution also asked for the elimination of the conciliation process at the completion of the conciliation officer stage, unless a conciliation board or mediator is jointly requested by labour management.

Another clause suggested that the Ontario Government bear the expense of a mediator as is done for conciliation boards.

Other Resolutions

Three other resolutions adopted by delegates asked for amendments to the Ontario Labour Relations Act:

—To provide that all arbitration board chairmen submit a copy of each arbitration decision to the Department of Labour, and that the department print the decisions in full and make them available each month to labour and management;

—to provide that labour and management meet at the bargaining table on an equal basis; that any matter not covered by a collective agreement must be negotiated; and that, failing agreement within 30 days of commencement of negotiations, either party should be free to lock out or strike;

—to amend section 47 (a) (2) of the Act to allow for continuation of the collective agreement in existence at the time of the sale of a business.

This last section referred to, provides for retention of bargaining rights by a union in the event of the sale of a business, but does not require the new employer to honour the existing collective agreement. Thus says the resolution, employees are deprived of accumulated seniority, vacation and pension credits, and other benefits that may have taken years to win.

A resolution urging the broadening of the Ontario Human Rights Code was passed. It urged extension of the code to make it illegal to engage in racial, religious and ethnic discrimination in all non-owner occupied multiple dwellings, and owner-occupied multiple dwellings with more than two self-contained units. The code now prohibits discrimination in the rental of units in apartment buildings with more than three self-contained units.

The convention also urged the provincial Government to lift exemptions that exclude public schools and public philanthropies from its fair-employment provisions.

An emergency resolution endorsing the United Steelworkers of America in their fight to retain bargaining rights at the International Nickel Company of Canada Limited in Sudbury was carried. The resolution stated that the convention recorded total support for the nickel workers in their bargaining with the company in 1966, and condemned the International Union of Mine, Mill and Smelter Workers.

The resolution brought protests from delegates who support Mine, Mill and Smelter Workers. However, the resolution obtained almost unanimous approval after a delegate pointed out that all that was at issue was the support of an affiliate union against one that had refused to join the federation.

Delegates endorsed a resolution that urged the Canadian Government to ask Great Britain and Russia to reconvene the Geneva Conference with a view to solving the crisis in Viet Nam which "has been escalated by all parties concerned." The resolution declared that the crisis there represented a threat to the peace of the world and added: "Under no circumstances should our Canadian troops be sent to Viet Nam."

An emergency resolution on the Southern Rhodesian situation was presented and passed unanimously. It read "This convention learns with profound shock that the reactionary white leaders of Southern Rhodesia have made a unilateral declaration of independence with no provision for adequate representation in government for the vast majority of the non-white population.

"This convention calls upon the Canadian Government to give the fullest support to Prime Minister Wilson of Britain in every effort to bring democracy to the people of Southern Rhodesia."

Other resolutions adopted:

—endorsed the boycott of British American Oil Company products and requested all trade unionists to refrain from purchasing the products until termination of the strike;

—request that the Ontario Government prohibit an employer from dismissing an employee served with garnishee judgments;

—urged the provincial Government to introduce to elementary and secondary schools materials that will promote a greater knowledge and understanding of the various racial, religious and ethnic groups throughout the community and the world;

—called for representations by the OFL to the Ontario Government asking for certification of trades, and how trades are to be certified after consultation with the unions concerned;

—requested that the CLC make strong representation to the National Energy Board against granting permission to Trans-Canada Pipe Lines Limited for a proposed pipe line from Manitoba through the United States to Ontario;

—favoured for the proposed pipeline an all-Canadian route that would create many jobs for workers in Ontario;

—called on the CLC to set a positive policy on the vital problem of senior citizens before and after they retire, and urged full support to the United Senior Citizens of Ontario and its clubs.

Successful ITF Compaign Against Flag-of-Convenience Vessels

As a result of three boycott actions taken in Sweden and Finland, six tankers and two general cargo ships operating on a flag-of-convenience basis (L.G. 1959, p. 18, p. 682) were brought under International Transport Workers' Federation (ITF) agreements covering wages, conditions and trade union membership.

The boycotts were part of the stepped-up sampaign against flag-of-convenience operators decided upon by the 28th Congress of the ITF at Copenhagen in August.

One Swedish vessel, one Finnish vessel, and a former Finnish vessel sold to an Italian company, were affected by the boycott. As a result, agreements were signed giving the crew of the Swedish vessel British National Maritime Board wages and conditions and providing for payments by the owner to the ITF's International Seafarers' Welfare Fund.

In the case of the Finnish vessel, an agreement, similar to that of the Swedish crew, was signed.

The other case concerned a Finnish vessel that was sold to an Italian company and registered in Liberia. Subsequent investigation established that the company operated five further ships under the Liberian flag. Negotiations resulted in a regular union agreement being signed with the Italian Seamen's Union (FILM-CISL). Agreement was also reached on welfare fund payments for all six vessels.

Technology and Labour

The Deputy Minister of Labour addresses meeting at Queen's University as first guest speaker in Annual Public Lecture Series. Subject this year: The role of computers in society

Sometimes the problems that technological innovation brings with it "appear so large, or painted as such, that they overshadow the benefits realized by the economy, the workers, and by society as a whole," said Dr. George V. Haythorne, Deputy Minister of Labour, in the course of a recent address at Queen's University.

He went on to say that although we must try to see these problems in their proper perspective, "we must also do our best to solve or minimize them so that the benefits may be greater for everyone.

"On the one hand, the widespread application of technological change has been an important factor in Canada's economic growth and development over the past two decades, and this in turn has led to steadily improving living standards and increased leisure time. On the other hand, innovation has left in its wake human hardship and casualties, especially when economic growth has been slow or when the consequent adjustments have had a widely uneven effect on workers and plants."

The Deputy Minister was speaking as the first guest speaker in the Annual Public Lecture Series at the university, in place of Hon. Allan J. MacEachen, Minister of Labour, who was unable to attend. The subject of this year's series is "The Role of Computers in Society."

Our ability to produce more and more with less and less manual effort, "though it may prove highly disturbing to both people and institutions, enables us to realize desirable economic and social goals. In striving for greater productivity and improved competitiveness, we should not lose sight, however, of two considerations. First, that the benefits of economic progress are not always equitably distributed among all the members of society who have contributed to this progress. Secondly, that the achievements should be even greater if we invested more in human resources, so as to enable the maximum number of our citizens to realize their full potential during the whole of their working life."

Mr. Haythorne pointed to four departments of public policy "in which an accommodation to technological change is taking place." These covered policies directed toward: Keeping employment as high as possible—an aim that was affected by technological change; developing in workers the skills required by new technologies; the effective balancing of men and jobs; and helping employers, workers and unions to make the necessary adjustments.

Regarding policy directed at maintaining high employment, the speaker said, "This challenge is an extremely important one for many reasons, not the least of which is the fact that the many employment adjustments which will be necessary can only be carried out successfully if overall growth rates are sufficient to provide alternate job opportunities.

"Fortunately, technological change itself is an important determinant of economic growth, giving rise to new demands, new industries, new jobs and an improvement in the international competitive position. It thus forms an essential element in the achievement of a healthy rate of economy growth."

The substantial improvement in Canada's employment situation during the past four years did not obviate the need for "continuing vigorous action . . . to maintain a generally high level of demand for workers." Special employment problems in Canada were the disparity between different regions in the matter of opportunities for employment, and the question of seasonal unemployment.

"The main attack we have made in the Department of Labour on the problem of seasonal unemployment has been through a variety of incentive programs to stimulate winter construction, including the Municipal Winter Works Program and the Winter House Building Program. The success of these and the companion 'Do It Now' program has in fact been greater than we anticipated, partly because technical advances now permit more operations to be carried out in the winter months than in the past.

"The need to promote employment in areas lagging in ecomomic growth is being tackled more vigorously through the Area Development Program. This is part of the government's overall effort to reduce poverty and inadequate opportunity. The objective under this specific program is to bring jobs to people in areas characterized by chronic unemployment, under-employment and low incomes through providing financial incentives designed to encourage industry to locate or expand in these areas."

Passing on to consider the matter of developing in workers the skill needed by new methods and machines, Mr. Haythorne described some of the ways in which technological change was altering the demand for

various kinds of labour. To meet this challenge, he said, the provincial and federal governments had taken action under the Technical and Vocational Training Assistance Act. "Since April 1961, almost 700 new schools or major additions have been built, while the number of student places has increased by 300,000." The capital cost of these programs so far had been more than $750,000,000, of which the federal Government had contributed nearly $500,000,000.

It was now necessary, however, to place greater emphasis on training adult workers within industry. This was because immigration and informal on-the-job training could no longer be relied upon as in the past, and because of the urgent need for skilled manpower. The difficulties of training adults was increased by the fact that many who needed training had had meagre schooling.

Mr. Haythorne also mentioned the measures that were being taken to train the unemployed. "In the past year, some 60,000 Canadians were trained in more than 100 occupations and in basic educational courses in federal-provincial programs for the unemployed."

The speaker said that it was necessary for employers to give more attention to the human factor than they had in the past, and that this was being recognized by many employers. Equally important in manpower planning and adjustment, he said, was the role of organized labour.

"Of paramount importance to the operation of the labour market is a strong public employment service closely integrated with other elements of employment and manpower development policy. It was for this reason that the National Employment Service was transferred to the Department of Labour last April, and we have been taking steps to strengthen the staff of this Service and to bring it into a closer working relationship with the other manpower branches of the Department.

"Not only will such measures enlarge the placement and other activities of the Employment Service, but it will also now be possible to strengthen and develop even further labour market data on a national, regional and local basis."

He went on to describe some of the ways in which the National Employment Service was playing an important part in fitting men to jobs and the steps being taken by the Government to make the Service more effective and to increase its resources. He also referred to measures being taken under the Manpower Mobility Program to help workers move to places where employment prospects were better.

Finally the Deputy Minister turned to what he called the important and delicate field of industrial relations. "I have already referred at some length to the role of management in connection with both manpower development and labour market policies. Organized labour, along with management, has been confronted with major issues posed by technological change. As an important economic and social institution in society, organized labour can play and is playing a key role in the whole process of adjustment."

"We can identify two major approaches labour and management appear to be taking to reconcile the conflict between management's need for freedom and flexibility to introduce change on the one hand, and the workers' desire for job security, protection from unemployment, and loss of skills, on the other."

The first of these approaches had been the development of provisions in collective agreements to cushion the effects of change. These provisions included severance pay and supplementary unemployment insurance benefits; shorter hours, longer vacations and early retirement to spread employment among more workers; and retraining and relocation schemes designed "to prepare redundant workers for new jobs in new places."

The second main move by which labour and management were trying to meet the problems of technological change was by joint consultation and research. An instance of this was the human relations or consultative committee, such as that set up in the American steel industry after the strike of 1959. Joint committees of this kind have been promoted and encouraged for almost 20 years by the Labour Management Co-operation Service of the Department of Labour.

"This joint approach is an eminently sensible one, and as I have indicated, we are actively encouraging the work of these committees along with provincial Departments of Labour and other bodies," Mr. Haythorne said.

"It should be evident that manpower adaptation at the plant or company level is not a matter that can be unilaterally carried out by management. For one thing, the manpower planning of management, and the ambitious, desires, and plans of workers must somehow or other be brought into accommodation.

"Labour unions, as the representatives of, and spokesmen for the workers, need to play a significant role in the adaptation and planning process. They, too, have responsibilities to their members, which in many ways parallel the responsibilities of firms to their employees. If these two interests can be coordinated, the result can be a reduction in the obstacles to economic growth, elimination or at least a lessening of the fears with which members of the work force regard technical and economic changes, and the development

of a positive attitude towards change which is a necessary condition for continuing progress."

"It was with these factors in mind that we have recently created within the Department of Labour a Manpower Consultative Service. This new Service is in fact the most specific answer we have yet formulated in terms of public policy to technological change as it affects manpower.

"The Manpower Consultative Service provides technical assistance and financial support for research at the plant and industry level on the impact of technological and other changes. It is designed to encourage the development of joint union-management advance planning—and I stress the word advance—as a means of developing constructive programs for manpower adjustment.

"For those who are to be displaced by technology, we are endeavouring through this new approach to bring to bear the services of N.E.S., in advance of lay-offs, to find alternative employment opportunities, and to assist financially in the movement of workers and their dependants to other communities where there are employment opportunities. The Manpower Consultative Service is also assisting in bringing into advance play federal-provincial training programs where these are helpful in adapting workers to other occupations.

A final point brought up by Mr. Haythorne was that, owing to the importance of technological change in its effects on individuals and "on the very nature of society itself, . . . public policy must respond quickly to the problems it presents." Since such policy must be based on full knowledge of its effects on manpower and, as far as possible, on employment, research was necessary. This research had been carried out since 1956, and it had made a substantial contribution to an understanding of the problems involved. Much, however, remained to be done.

"Finally," Mr. Haythorne said, "we must anticipate that automation and technological change will continue to alter our society and our economy in many important ways. The real task is to ensure that the greater capability such change gives us for satisfying our material wants is used in a way which does not impose unreasonable costs and hardships on any one group in our society, on the one hand; and provides us with an opportunity for satisfying our non-material, as well as our material wants more fully, on the other.

"On this basis, technological progress can be a major means of overcoming many of the economic and social needs which continue to exist in almost every part of our society."

(Continued from page 1148)

assistance to management and unions, to plan in advance to meet the challenges of automation and other technological changes. Ten of these agreements have been signed, and several more will be arranged in the coming months.

Programs to create winter employment met with increasing success. These programs, coupled with new winter building techniques, have all but eliminated the winter slump in many parts of the building industry.

Many of the activities I have touched on are part of the government's co-ordinated manpower and employment program, whose development will be continued by the proposed new Department of Manpower.

One of the most important of the events of the past year was the coming into force of the Canada Labour (Standards) Code. This basic legislation provides a set of minimum standards for workers under federal jurisdiction that is one of the most advanced in the world, covering wages, hours of work, vacations and general holidays.

All these developments have laid a solid foundation for the future work of both the Department of Labour and the proposed Department of Manpower.

I feel much genuine satisfaction in the knowledge that we are turning over to the new department programs of lasting worth that have reached a high degree of maturity, as well as new programs that are now getting into active operation.

Canada is today one of the most prosperous countries in the world. These measures will help to ensure that this prosperity will continue in the years ahead and that all Canadians will share in it.

THE BLADEN REPORT:

FINANCING UNIVERSITY EDUCATION

To reach the rate of enrolment in universities that most people in Canada seem to regard as a reasonable objective will require very large sums of money, the report of the Bladen Commission Financing Higher Education in Canada points out.

Nevertheless, the Commission contends that the country can afford these sums, "and . . . cannot afford not to invest these sums if we are to achieve the goals of general economic growth which we have set for ourselves." But it goes on to make the point that "each year the choice has to be made between more for higher education and more for other things. We should remember that some of those other things have very high priority for many people: universal 'medicare' ought to be mentioned as one competing expenditure."

The Commission was appointed a year ago by the Canadian Universities Foundation (now the Association of Universities and Colleges of Canada) to study the subject of financing higher education in Canada. The chairman of the Commission is Prof. Vincent W. Bladen, Professor of Political Economy, and Dean of the Faculty of Arts and Science of the University of Toronto. The Commission's report was published early in October.

The purpose of the report is stated to be "to help the people and the governments of Canada face up to the financial problems of university development over the next decade."

The Commission takes a stand against "free" university education. "If the whole cost of educational investment were borne by the state, the taxes paid by those young men and women who by necessity or choice do not go on to university, but enter the labour market, would help to provide an investment in those who do; which would enable those so favoured to earn over their lifetime considerably higher incomes as a result of that investment . . ." the report says.

"In arguing that justice requires that those who enjoy the major benefit should be expected to make a substantial contribution to the cost, we are concerned not only with abstract justice but also with 'social cohesion'. Surely there is a danger of friction between those who do not attend university and those who do, if the former feel that they are paying to enable the latter to live better and to achieve higher status . . ."

The Commission accepts the "Sheffeld projection" of the number of students that will be seeking admission to Canadian universities during the next 10 years, which is: 1970-71 - 340,000; 1975-76 - 460,000. Using this projection as a base, it estimates that the universities' operating expenditures will increase from $284,000,000 in 1963-64 to $924,000,000 in 1970-71 and $1,675,000,000 in 1975-76. It estimates that total capital expenditures will rise from $429,000,000 in 1963-64 to $1,314,000,000 in 1970-71 and $2,032,000,000 in 1975-76.

The estimated and projected total government expenditures on universities and student aid are given in the report as: 1964-65 - $355,000,000; 1970-71 - $1,112,000,000; 1975-76 - $1,704,000,000.

"The growth in expenditure on higher education in Canada forecast . . . would be indeed frightening," the Commission says, "if it were not related to the growth in gross national product . . . But to the extent that the growth in gross national product is dependent on the increase in this investment in higher education, we may 10 years hence be able to spend the forecast amount on higher education and have nearly as much, even possibly more, to spend on other things. . . ."

The report says that this "widow's cruse" of return from investment in higher education is not inexhaustible, and it gives a warning against extravagant spending by universities, or expenditures on unqualified students.

But it goes on to say, "Because we believe the danger is still that there will be too little rather than too much higher education, we are concerned that those in government should not be faced with additional difficulties by requiring them to raise not only the large amounts otherwise needed, but also to raise by taxes the amounts presently covered by fees.

"We shall recommend, therefore, that those who can afford to should pay a substantial part of the cost, and that all who benefit should bear some part of the total cost of their education. The less the state must raise for the program of university expansion, the

more likely is the full implementation of that program. So far as the justice of this division of costs appeals to the public, the necessary taxes for other social programs or the substitution of educational programs will be accepted more readily; and so again we say the full implementation of the program is more likely.

"The case against free tuition and against free education, tuition plus stipend, is then essentially based on an anxiety to achieve the full expansion we have proposed. Coupled with this argument for payment by those who can afford, is one for much more generous aid to those who cannot afford the cost. We believe that such aid is necessary because without it the full program cannot be implemented. Providing places for students is one part of the program; filling the places with students is another . . ."

The report makes general recommendations, and recommendations to the federal Government, to the provincial governments, to the universities, and to individual and corporate donors:

General

—that the federal and provincial governments undertake to provide for the expansion of higher education in Canada on the scale of the Sheffeld projection;

—that the federal Government initiate annual discussions with the provincial governments to review the adequacy of the federal contribution to the cost of higher education; but that federal support be in a form which avoids any invasion of the provincial right, and obligation, to direct and control such education;

—that the federal Government assign responsibility for coordination of assistance to universities from all its agencies to a minister of the Crown;

—that such minister establish a small advisory committee mainly consisting of senior professors from various regions and disciplines, and appoint a senior civil servant as secretary of that committee and as organizer of the proposed annual discussions with the provinces;

—that the financial problems of the universities are so urgent that action to resolve them should be taken without delay.

To the Federal Government

—that the present per capita grants be raised to $5 for the year 1965-66, and be increased by $1 each year thereafter . . .;

—that they continue to be paid to the universities that are at present eligible for such grants . . ., subject always to the special arrangements at present existing with the Province of Quebec;

—that they be distributed according to a formula of weighted enrolment, the weights to be determined by each province for the universities within its boundaries;

—that a Capital Grants Fund be established into which be paid each year $5 per head of the Canadian population;

—that the total amount available to the universities in any province be the same proportion of the total fund as the population of that province is of the Canadian population . . .;

—that the federal responsibility for financing research be recognized by a great increase in the grants for research to the universities, to their staff members and to their research students . . .;

—that the present income tax relief to parents of students attending universities be revised to provide more adequate relief for the lower income groups.

To the Provincial Governments

—that they adopt some method of determining university operating and capital grants as will permit more rational forward planning by the universities . . .;

—that they recognize the essential role of research in the university and make provision for adequate research facilities and in particular for the development of good research libraries;

—that for the next decade, having in mind the magnitude of the expenditures and for the sake of social justice, they resist the popular pressure for the abolition of fees, and that they make their grants to the universities on the assumption that fees at about the present level will continue to be charged . . .;

—that they develop an adequate system of undergraduate student aid for residents of the province.

To the Universities

—that they recognize the need for co-ordination and co-operation between the universities in the interest of economy and efficiency, and that they take the initiative in presenting such plans to their provincial governments.

To Individual and Corporate Donors

—that private donors, while continuing to help with the provision of the basic requirements, be particularly concerned to provide for experimental ventures for the enrichment of the normal university program;

—that all university graduates recognize the advantage they enjoy from the public investment in their education by giving regularly to their universities, or to university funds generally, on a scale of at least 1 per cent of their incomes.

Vocational Training Expenditures To Pass Billion Dollars in 1965

Since 1961, 819 new technical and vocational high schools, trade schools and institutes of technology, or additions to existing facilities have been built for 300,000 students

Approved capital expenditures for new training facilities under the Federal-Provincial Technical and Vocational Training Agreement have reached an estimated total of $983,000,000 and were expected to pass the billion dollar mark before the end of the year, the National Technical and Vocational Training Advisory Council was told at its semi-annual meeting in Ottawa in November.

The report of the Training Branch of the Department of Labour said that the estimated total contribution of the federal Government since the agreement became effective on April 1, 1961 was $561,000,000.

A total of 819 new technical and vocational high schools, trade schools and institutes of technology, or additions to existing facilities, have been built during the past four and a half years, the report said. These facilities are providing nearly 300,000 additional training places for students.

The report said that there were still no signs that the rapid pace of expansion would slacken in the face of mounting needs.

Critical Shortages

In thanking members of the Advisory Council for their continued assistance, Labour Minister Allan J. MacEachen underlined the fundamental importance in the country's general manpower program of the many training programs now underway.

"We are facing critical shortages of manpower to keep our labour market operating effectively," he said. "In order to overcome these shortages, trained workers must be provided in larger numbers and in a shorter time than heretofore.

"I think you will agree that this should not be done at the expense of quality in manpower and long-term security in employment. This means that more emphasis will have to be placed on effective training after a man enters the labour force."

The Minister also asked the Advisory Council to consider new ways and means for reaching and assisting those who have been "by-passed or left behind in our economic progress"—the unemployed, those with inadequate basic education, and the physically handicapped.

Although programs already exist to help each of these groups, the Minister said, "much more is required, and your consideration of the problems faced by these persons, and the techniques and methods best suited to overcoming their employment problems is urgent."

Industry Retraining

In his remarks to the Advisory Council, George V. Haythorne, Deputy Minister of Labour, stressed the importance, in view of developing manpower needs, of retraining workers wherever this could be done within industry during the winter of 1965-66.

Labour shortages had already appeared in some critical areas of the economy and might be greater next spring, said Mr. Haythorne. He suggested that "the climate is ripe for action, and there is a solid base on which to build" by employers and unions, and by provincial and federal levels of government.

During the meeting, members of the Advisory Council noted that the emphasis in technical and vocational training had shifted from the provision of new facilities to ensuring an adequate supply of teaching and administrative staff and suitable curricula for training centres.

The Council commended the Department of Labour for its research activities in manpower development thus far, and suggested that greater attention should be given to this important field. It expressed appreciation of the new training techniques being developed. The Council also stressed the need, because of the forecast rapid expansion of technical and vocational training, for increased training of teaching and administrative personnel for the program.

Challenge and Response

This is the final portion of a two-part report on the founding conference of the new Centre for Industrial Relations held at the University of Toronto in October

An industrial parliament in which labour, management, public officials and "the academic community" could meet regularly to discuss matters of common interest and to agree upon policy regarding legislation, was proposed by Prof. Harry W. Arthurs of Osgoode Hall Law School in an address during the third session of the founding conference. He replaced Prof. Bora Laskin who was unable to participate because of his recent appointment to the Supreme Court.

Prof. Arthurs delivered an address on the theme. "Challenges and Response in the Law of Labour Relations." Chairman for the session was Prof. H. D. Woods, Dean of Arts and Science, McGill University.

At present, Prof. Arthurs said, there was no neutral ground upon which representatives of such groups could meet regularly. "There are no occasions, beyond the crises produced by collective bargaining or controversial legislative proposals, for the exchange of views. Thus, there is no accumulation of a fund of goodwill that stems from familiarity and respect, upon which the parties may draw in difficult times."

He thought that measures for legislation that had been carefully examined and approved by such a body would be approved without difficulty by the necessary parliamentary majority. "Once enacted, moreover, laws would more effectively command the obedience of all concerned, because of the pre-commitment to legislative policy by well known unionists, business leaders and disinterested critics."

The speaker hoped that in time such an industrial parliament might come to be served by "a civil service of economists, lawyers, sociologists, industrial management consultants, and labour staff members, recruited and mobilized under the auspices of Centres for Industrial Relations at this and other universities."

He also thought it possible that, "perhaps in the far distant future," there might be "voluntary adherence by labour and management to the standards of behaviour enunciated by the industrial parliament."

The suggestion came at the end of a speech devoted to what he considered the failure of law, in its slow development, to keep pace with social and political change.

"Law, after all," he said, "is a technique for preserving order and stability in society, for substituting calm and reasoned judgment for passion and violent pursuit of self interest. Necessarily, however, the order and stability which law represents takes the form of a prevailing social consensus. Thus, before the law can change, it is necessary for society's thinking to change. Inevitably then, there is a cultural lag between legal and social values. This lag is accentuated by our few, slow, and clumsy techniques for law reform. . . ."

The common law, Prof. Arthurs said, "at best, is laboriously built, case upon case, over a period of years. Thus, it is extremely unlikely that the development of a common law doctrine will be much altered once its foundations are laid. . . . I suspect that you will agree the common law is likely to respond to social challenges with something less than haste. . . .

"More and more, however, we have turned to the legislatures to solve labour problems. Yet, here again, the law does not automatically change its course to adapt to new challenges. Typically, labour relations legislation is the product of vigorous and belligerent lobbying by each side for a new law with which to club the other into submission. It is extremely unlikely that the loser in this legislative donnybrook will accept the new law in good grace, and will make it work well. . . .

"Yet, the great challenges are external to the law and are produced by the dynamics of industrial relations. Set against the background of a rather rigid and unresponsive legal system, these seem swifter and more urgent . . ."

Going on to speak of changes in the attitude of the public toward labour disputes, he said: "Yesterday we were prepared to contemplate strikes as an inevitable adjunct of collective bargaining. Tomorrow, we may no longer let the parties make war. Indeed, even today we are no longer content that industrial strife should be speedily ended. We have begun to anticipate strife, and to eradicate its causes. We have, I feel, begun to introduce a new element of morality into our judgment of how labour and management should behave.

"Is our law attuned to these new developments? I suggest not. Technology changes quickly, yet the parties often freeze their

relationships in a collective agreement binding for two or three years—and cannot legally sign an agreement for less than one. Our problems are constantly more complex, yet our legislative policy is designed to encourage collective bargaining only on the basic issues of wages and working conditions. Our social and economic units are increasingly interdependent, yet our constitution fragments nation-wide bargaining into provincial patterns, and out statutes put a premium on the single-employer bargaining unit.

"And finally, our law of labour relations embodies the low expectations, the old morality, of the 1930's and '40s. No more is demanded than a minimal and murky statutory duty to 'bargain in good faith', and adherence to a judicially drafted set of Marquis of Queensbury rules for industrial warfare."

Two fundamental, but often conflicting principles in the law were speed and fairness, the speaker said. "Of course in industrial relations, time is always of the essence . . . Yet there is always the danger that in attempting to move with the rapid pace of events, legal procedures may be less than fair. . . ."

One of the examples chosen by Prof. Arthurs to illustrate this conflict between speed and fairness in labour relations was the use of the labour injunction. "The employer's interest is in speed; for him time is money. The union, accused of wrong-doing, takes its stand on the issue of fairness; for it, time is the opportunity to prepare and present a defence. To some extent, the unions' position was vindicated when we virtually abolished the *ex parte* injunction in 1960. The legislature apparently decided that confrontation of one's accuser, a basic principle of our legal procedure, was more deserving of protection than speedy protection of an employer's economic interests." But he proceeded to point out important qualifications to this general principle.

Some of these qualifications were: That violence, destruction of property and disruption of a public service were all enjoinable without notice; that only in labour disputes was the use of the *ex parte* injunction restricted; and that, even when notice was given to the offending union, it was sometimes impossible for the union to prepare its defence. In such cases, "the injunction may be decided on the basis solely of material filed by the plaintiff employer."

Turning to "the inhibiting effect of precedent upon the law's response to challenges both internal and external," Prof. Arthurs said, "lower courts are generally bound by the past decisions of higher courts. But because higher courts are involved so seldom in labour relations litigation, most of the governing authority which controls the day-to-day disposition of cases is remote both in time and in outlook from modern labour relations."

Referring to secondary picketing, the speaker said that the most significant failure of the courts had been in this matter. "Here, it seems to me, they have given way to the temptation to make judicial policy out of whole cloth, rather than to merely stitch up the open seams in a well-measured legislative purpose. In Ontario, as in many other provinces, the Labour Relations Act does not regulate picketing. . . . Yet, notwithstanding the refusal of the Ontario legislature to outlaw secondary picketing, as recommended in 1958 by its Select Committee on Labour Relations, our Court of Appeal has done just that. This precedent was followed in a recent Ontario case which forbids so-called secondary picketing by a union, lawfully on strike, at a construction site shared with several other unions.

"The case I have referred to effectively prohibits all picketing in the construction industry. The problem, put shortly, is that the courts have not learned the language of contemporary industrial relations. In this day and age to echo precedent, to talk of breach of contract, of conspiracy to injure, of nuisance, and of other choice items in the judicial 'vocabulary of vituperation', is to demonstrate a total lack of understanding of the union tactics against which the doctrines are mobilized.

"Of course some of these union tactics are objectionable; some are not. But all too often there is simply no investigation of their validity. If the tactic falls into one of the traditional tort pigeon-holes, it is outlawed wihout further ado. It seems to me that the greatest obstacle to realistic decision-making is reliance upon precedent, Yet, after all, precedent is the style of the common law. May it be, then, that the courts, in the absence of clear legislative instructions, will never be able to respond to the challenge of moulding the common law to changed circumstances and policies?"

Prof. Arthurs went on to discuss "the challenges posed by the irresistible social forces in the world around us, a world I have platitudinously described as undergoing a 'revolution of expectations'." One obvious symptom of this revolution, he said, was "the increasing frequency with which society intervenes in disputes which are said to affect the public interest?

"By any definition, I suppose, disputes in public utilities, in transportation systems, and in hospitals would fall within the ambit of the public interest. In each of these fields, the

public has intervened in Canada in recent years, through legislation to forestall strikes by substituting a process of compulsory arbitration. But how broadly should we define the public interest? Where does this intervention end?

". . . It is important to note that the legal framework of bargaining remains unresponsive to this challenge, except where community consensus is overwhelming, as in the case of public utilities, hospitals and railways. Even here we have not responded with the imagination and flexibility that the problem deserves.

"Assuming that we wish to solve such disputes, if we can, by a process of collective bargaining, then it is evident that any statutory solution ought to maximize the pressures for bargaining, while safeguarding the public against the potential harmful results of a breakdown in negotiations. Instead, we have simply substituted arbitration for strikes, and we have thereby seriously impaired the calibre of collective bargaining.

"Indeed, there is every reason to believe that with arbitration as its terminal point, bargaining, as we know it in industry generally, will cease to exist in these special situations. Might it not be preferable to introduce an element of uncertainty, of flexibility, into the settlement of these disputes, in order to preserve some of the vitality of the bargaining process.

"Of course, in the sense that ad hoc legislation, rather than pre-established procedures, has been the Canadian approach, technically the government of the day has an unlimited choice of procedures. But ad hoc legislation does have two disadvantages: it cannot quickly be enacted, and it brands one party with a stigma of irresponsibility which further inhibits bargaining.

"A problem of broader dimensions, but lesser intensity, is that of technological or corporate change during the lifetime of the collective agreement. Sometimes, an employer may make such changes expressly in order to subvert the bargaining relationship. Sometimes, the changes are normal responses to competitive pressures. Has the law really proved capable of adjusting these clashing interests—the desire for industrial relations stability, and the need for managerial flexibility in a competitive economy?

Taking as an example the successor rights problem, Prof. Arthurs said that it was no secret that "some employers have engaged in a form of corporate metamorphosis for the express purpose of shedding their collective bargaining obligations." The Goldenberg Royal Commission, he said, had "recognized that this device promoted industrial strife and had no apparent compensating benefit to the industry as a whole. Accordingly, the Commission recommended amending legislation, which ultimately was enacted."

But it was doubtful whether the legislation adopted in Ontario and elsewhere in Canada was really adequate. "It is noteworthy, however, that the National Labor Relations Board in the United States—unlike our own labour boards—solved the same problems without legislative assistance.

"The related problem of sub-contracting has also been met with a singular lack of imagination and intellectual sophistication by Canadian arbitrators. . . . Allied to the problem of allocating work as between those in the bargaining unit and those beyond it is the problem of allocating work as between men and machines. A collective bargaining contract constructs an edifice of classifications and wages upon a foundation of stable and familiar techniques of production. . . .

"Consider the impact of technological change on the wage and classification structure. The agreement identifies by name a number of jobs. If their content is radically transformed, or their very existence ceases, what wages and classifications are then to apply to the former occupants of those jobs? To foresee all new classifications which might conceivably come into existence during the lifetime of the agreement is an obvious exercise in futility. To forbid the introduction of new machines (and thus of new job classifications) is to place an impossibly high premium on stability, with almost disastrous consequences for the employer's competitive position. Yet to allow the employer freedom to break down old work patterns, is not to say that he must be allowed freedom to erect new ones. . . .

"A compromise, one which appeals to me as a reasonable use of a legal mechanism, is to entrust the fixing of new terms of employment and wages to third-party adjudication. This is not to say that such adjudication must in every case take place. Rather, the possibility of arbitration provides an incentive for the parties to resolve their differences by negotiation.

"I might be accused of inconsistency in stating that arbitration of wage disputes in public services impedes collective bargaining, while it has the opposite effect in disputes involving the reclassification of employees after technological change. But let me point out that in public service disputes, there are potentially large gains to be had in arbitration which cannot be won in negotiation, so that one of the parties would rather arbitrate than negotiate; contrariwise, in classification disputes, the new wage rates an arbitrator will likely fix, which may often affect only a

few employees, will be only marginally different from the former rates, so that there is an incentive to avoid the time and expense of arbitration.

"On this proposal, a single caveat: Who will arbitrate? With no disrespect to my fellow arbitrators, particularly in view of their almost universally greater seniority, few of them are skilled in job evaluation. Most people with experience and expertise in this field are employed by either unions or management, and are consequently unable to act as neutral arbitrators. I would strongly suggest that the parties and the government together begin to consider a program of recruitment in this highly sensitive, and obviously expanding area of labour arbitration.

"If I had a long-range solution for the problems of workers displaced through technological change, I do not suppose that I would have to earn my daily living by exposing myself to the slings and arrows of outrageous law students. Of this much, however, I am certain: the answer does not ultimately lie either with collective bargaining legislation or indeed with the collective bargaining process.

"While the problem has its genesis in the employment relationship, it is obviously a larger social problem. The victims of technological displacement, particularly older workers who cannot adapt to new industrial techniques, represent in two senses a failure of society. In the first place, they are a failure of our educational system: we simply have not trained people to be adaptable. Secondly, they represent a failure of our social security system: we are not yet able to cope with the appearance on the labour market of that largely unmarketable commodity, the unskilled worker.

"We have not really learned to avoid human spoilage and waste. On this score, others more knowledgeable and more eloquent than myself will speak. For what it is worth, my position is that responsibility in this area lies beyond the narrow labour-management community. The burdens of training and retraining, of job-finding and job-making, cannot be borne by a particular company and union whose resources and horizons are necessarily limited.

"The most fundamental impact of technological change has been upon the balance of power at the bargaining table.The brutal but inescapable reality of our newspaper strike is that the employer no longer needs to hire striking union members, or even unemployed non-union printers. Now the computer crosses the picket line and scabs in the struck plant. Deprived of the traditional technique of mounting economic pressures—the strike—it can fairly be expected that unions will experiment with other tactics. Some of these are so obviously anti-social that they cannot be permitted. . . .

However, the law could be changed to permit the union to launch countervailing pressures which would to some extent offset the advantages of the computer. In other words, we might shift the contest—from the labour market, where it is no longer meaningful, to the consumer market where the parties are more evenly matched—by making legal certain forms of secondary pressure which are not now permitted.

"More realistically, I suspect that unions will be able to redress the balance of power not by changing the law, but by altering their structure so as to embrace a wider range of employees, not all of whom would be pitted against the computer in competition for work. Thus, in the newspaper industry, an industry-wide union, whose members gather news as well as print it, would not have been subject to the same pressures as the much more narrowly-based craft union.

"This last observation brings me to a critical theme. It is possible—or desirable—to reshape the union movement by compulsion of law to meet the revolutions of our times? Again, by way of example, I focus upon the revolution of expectations. More and more we are coming to expect of our union movement a level of responsibility, integrity, democracy, and social consciousness which would make it an institutional refutation of the doctrine of original sin. Can the law guarantee our expectations? Obviously, legislation can do much to stop overt forms of undesirable behaviour. . . .

"What I am concerned to trace here is not the undeniable fact that law may have some influence, but a more precise analysis of exactly what that influence is. Obviously, law acts as a deterrent. Yet equally important is the educative role of law; by a public declaration of the standards of conduct which we expect, many will be led into voluntary, indeed willing, compliance. . . .

"It is important that any law directed towards shaping the destiny of the labour movement be enacted with the assistance and participation of those most directly concerned. I believe that the vast majority of our labour leaders are firmly committed to democracy and honesty, and they ought to be invited to help make laws which would apply to the tiny minority that are not. Because there is a natural and justifiable fear that those outside the house of labour do not always possess a sympathetic understanding of its tenants, the enforcement of such laws should also be an internal matter. The Public Review Board of the United Automobile

Workers is an excellent model of non-governmental, union-created machinery which can and should be utilized in any systematic approach to regulating the internal affairs of labour unions.

"But when we turn from the more obvious dangers of bossism to the much subtler questions of union structure and organization, law may well be too crude an instrument to accomplish our purposes. For example, Parliament could impose upon the SIU and the other maritime unions a Trusteeship which, while it has not brought the ultimate in organizational purity, has at least curbed the worst abuses of power. However, the trusteeship has been totally unable to execute its task of welding the various maritime unions into a single effective organization. . . . "I do not mean to suggest that government is powerless to control one of the most important private institutions in our society. Rather, my point is that government must operate not so much by command as by example and exhortation.

"Consider, for instance, the way in which a more highly centralized union movement might be promoted. By constantly involving the various central labour bodies in economic forecasting, legislative revision, and consultation in policy planning, the importance of these central bodies vis-a-vis their affiliates is greatly enhanced.

"Industry-wide bargaining likewise emphasizes the authority of central labour bodies. Therefore, when government itself bargains, it clearly ought to insist on centralized, rather than autonomous union negotiators on the other side of the table. And when collective bargaining takes place in the normal way between employers and unions, government leadership can give great impetus to industry-wide negotiations. . . .

"But I wish to emphasize that in my view, a law which compels the dissolution or merger of unions, which compels their affiliation or non-affiliation with national or international groups, is an unwarranted interference with a basic civil liberty—freedom of association—which would not seem to be justified by any labour relations crisis in the recent past or present.

Prof. Arthurs then went on to consider the question: "By what process of law-making can legal institutions and rules be made to respond more quickly and effectively to the challenges of industrial relations?" It was in answer to this question that he made his proposal for the establishment of an industrial parliament.

A panel discussion following the address was led by Prof. A. W. R. Carrothers, Dean, Faculty of Law, University of Western Ontario, R. V. Hicks, Q.C., and E. B. Jolliffe, Q.C.

A second session, which ran concurrently with the one addressed by Prof. Arthurs, featured as guest speaker Prof. Wilbert E. Moore, sociologist, of the Russell Sage Foundation and Princeton University. Prof. Moore's theme was "The Individual in an Organizational Society".

Discussants following this address were Prof. Oswald Hall, Department of Sociology, University of Toronto, and R. S. Ritchie, Director, Imperial Oil Limited.

MAURICE SAUVE

Hon. Maurice Sauvé, Minister of Forestry, spoke on "Government and Poverty" during the fifth session of the conference. He said that during our society's rise to affluence, programs have been developed that might be called "social insurance" or "social security" because they ensure that all or nearly all of the population will have at least a minimum of the basic necessities of life.

People may be considered poor even though their income provides much more than the basic necessities, according to the standards of society. "If, for any reason, people are prevented from enjoying a reasonable level of security, comfort and amenities, they are considered poor," he said. "And since our society is generally humane as well as affluent, poverty has become a matter of political significance."

He did not think that the poor generally recognize their condition to be a direct responsibility of society because "we are too steeped in the philosophy of individual free enterprise for that. It is that their champions recognize that the condition of the poor is now, in this era of automation, attributable to maladjustment of socio-economic organizations. It is these theorists, these disturbers of the traditional concepts, who function as the conscience of society and thus place the onus on the politician in an increasingly direct and forthright way."

Mr. Sauvé said politicians have, in the past few years, responded to the point where they have at least made a "political definition" of poverty and have committed themselves—probably irrevocably—to large-scale reduction of the poverty they have defined. "No one should be in the least surprised to find many political careers and even political parties made and broken on this issue during the next decade or two."

He described a study on rural poverty made this year by the Canadian Welfare Council. It included actual case studies of poverty in four regions of Canada—Nova Scotia, Quebec, Ontario and Manitoba.

The typical poor family in these four rural areas consists of parents and five children, he said. The income is, in many instances, supplemented by welfare payments or unemployment insurance and the family allowance. Even with this, the per capita monthly income is $28 and he noted that the assumption underlying the minimum wage is that about $50 is a necessary monthly per capita income.

The Minister said the housing conditions of these families were poor in the majority of cases; medical care is either expensive, too far away or the facilities are inadequate; educational facilities in many cases are inadequate; and the opportunity to participate fully in the educational process is hampered by such seeming trivialities as lack of clothing, no place to do homework, no books at home, and fatigue associated with poor food.

Limited Opportunity

"Occupational opportunities are limited partly by inadequate education and training, and partly because jobs are not available," he said. "Such jobs as are available are often seasonal, and the wages are low. The capital requirements of modern farming are prohibitive for persons whose expenditures in 7 out of 10 cases exceed their income.

"These families exhibit a courage one must admire in facing conditions which they see no possibility of changing. It is not that they do not wish to change, but they perceive no realistic possibility of doing so. Some have tried and it hasn't worked—their skills, their orientation toward how things should be done, their lack of experience in coping with urban industrial situations—all these trap them in a socio-economic dead end."

They have little in the way of recreation; they are not members of the formal social organizations; they have no voice in decision-making groups such as local government, and although interested in school and church affairs, they find it difficult to participate in them.

"At present, most of them do not despair, but they fear for the future of their children," continued Mr. Sauvé. "Forces of social change and decisions made by others have to a deplorable extent placed these families outside the benefits of modern life.

"This picture of rural poverty, and the broad statistics on poverty, seem to indicate that the gross national product is far from being the barometer of national well-being. If, in our humane and relatively well-ordered society, such conditions can exist, I take it as an ominous indication that we have lagged dangerously in our ability to evaluate and assess the implications of the technological powers now in our possession. The modern tragedy of poverty lies beyond the pain and suffering it brings to the individual. It is, if you will, an age-old tragedy—a deep malaise in the human conditions—which, however, can be redeemed in part by communication which leads to understanding."

In discussing what he considered a serious flaw in the organizational set-up of Government, Mr. Sauvé said: "I have sensed a weakness in the execution of Government programs aimed at reduction or elimination of poverty in Canada—a weakness which seems to frustrate our every attempt to directly face the challenge of poverty and take effective action. One could define this weakness broadly as an incapacity to understand and communicate understanding of an ideal of hierarchical ordering of cybernetic control—but this sounds a little high-flown when one attemps to relate it to the condition of a marginal farmer, obsolete and old at 55, who has no reason for hope. Therefore, I shall attempt a more modest and pragmatic exposition of the flaws I sense in our governmental organization for "anti-poverty" programs.

Why Poverty Exists

"We face a most peculiar conundrum. It is politically safe—even politically desirable—to wage a massive frontal attack on poverty. We have the productive capacity—the financial means—of doing so. Almost no skilled men are unemployed. We have an able and responsible civil service, both at federal and provincial levels. The census of Canada, the great surveys of natural resources, and thousands of individual research programs, both rural and urban, provide us with nearly all the information we need. Why in this situation does poverty persist?" he asked.

"Certainly no one with any real knowledge of Canadians in the low income category could seriously contend that the poor remain poor because they are lazy, or because they are irresponsible. Such a conclusion could be based only on most superficial or cynical observation, and certainly it does not square with the reports of research such as the Canadian Welfare Council study.

"It is the politicians who define the wants of their constituents in such a fashion that the civil servants may organize the administrative programs required to fill these wants. It has been the case in recent years that politicians of the Government have defined in broad terms the objective of combatting the condition of poverty.

The many branches of the federal and provincial civil services have responded with what resources were made available to them, and have conscientiously tried to adapt these resources and capabilities to meet the challenge of poverty. It is possible to make a very impressive list of the results of these programs; however, we know they have been, at

best, only partially successful. And the evidence of this is the fact that a vast number—many hundreds of thousands—of families still exist in a condition of poverty.

"The actual organization and structure of the civil service has evolved as a group of many hundreds of individual agencies, and each agency has limited, specialized functions. Thus each agency can relate its activities to only a limited facet of the life of any given citizen. Each agency seeks to make citizens conscious of its function, and to do this it may publish information in various forms, and make personal contact with citizens. But let me stress again that the individual agency of modern government deals with only a small facet of the day-to-day life of any citizen. This means simply that if a citizen is to have maximum benefit from government programs, he must be familiar to some degree at least with a considerable number of programs."

This, said Mr. Sauvé, was not an impossible task for the well-educated, alert and well-informed middle class, particularly since their direct needs from Government are quite limited. The poor people need a great deal from numerous government agencies, yet most of them are not in a position to establish a functioning relationship with the agencies. The reasons for this vary.

He said there was another more general reason. It was that Government agencies are oriented to commodities, to sectors of economic activity, to increasing productivity; and if they spend too much of their time trying to help people who cannot produce for one reason or another, the agency may look inefficient.

Poor Communication

Communication between the Governments and the poor is difficult in the extreme, and a communications bridge must be built between those who are in need and those who have the power to help them. "Without such a bridge, the complex condition of poverty cannot be grappled with effectively by the kind of administrative structure we have developed in this country, he declared.

"What kind of a communications bridge should we develop? Once again, there are many avenues—many roads to the kingdom. One could say that improved formal education would be a useful part of the structure. One could say that improved public information methods of government agencies would be useful—and who can deny that there is room for clear and lucid statements which can be easily understood by most of the people. The number and capability of field men could be improved, no doubt. But it is doubtful that even if we very greatly improved all that we now do, this would, in fact, establish the required interaction between governments and low-income people.

Mr. Sauvé emphasized that both Government programs and the involvement of local low-income people are necessary if the challenge of poverty is to be met. Where programs to eliminate poverty have failed, or not been fully successful, the failure can be traced to this crucial fact.

He felt there may be a solution to the problem and that the solution may be found in a social process that is relatively new, but which has been developed with success in many communities, in many areas of the world—both underdeveloped and developed.

"The name given to this process is 'community development'" he said. "This name has come to have a reasonably precise meaning when it is used by the specialists who have come to understand and apply community development as a social process. There is a well-known working definition of the term 'community development' that has been adopted by many international agencies. The term 'community development' has, in international usage, come to connote 'The processes by which efforts of the people themselves are united with those of governmental authorities to improve the economic, social and cultural conditions of communities, to integrate these communities into the life of the nation, and to enable them to contribute fully to national progress'. The definition then points out that the essential element of this complex process is the participation of the people themselves, and the provision of services in ways which will encourage initiative, self help and mutual help.

"This, of course, is not an easy process to establish because it is not easy for a government representative to avoid major pitfalls when entering into a relationship with a community. One pitfall is authoritarianism, or its equivalent, paternalism. Another pitfall is the tendency to propagandize and build the expectations of a community beyond what can be realized.

"Another is that the community itself may seek to exploit the anti-poverty program by organizing to grab from the pork barrel which it may assume exists. In short, people who seek to introduce the community development process in a community must be extremely sensitive and intelligently aware of the social forces which operate even in the simplest rural community. This means that their personal qualities, education and training must be of the finest. To develop and employ this kind of person will require substantial training facilities and substantial salary levels."

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Needed: A Bridge

Mr. Sauvé cited four positive steps which we can begin taking—those of us who seek to build the bridge between the Canadian institutions and the Canadian poor:

(1) recognize that effective contact is not being made with this segment of the people;

(2) recognize that contact is essential before useful development can occur;

(3) recognize that until the low-income groups are assisted in arriving at some consensus, and of more or less formalizing their demands, we can do little.

(4) governments, both federal and provincial, should seriously consider taking a bold step in actually committing substantial resources to this new community development approach.

Continued, Mr. Sauvé: "Community development is admittedly new and it is admittedly relatively untried in Canada—and the community development approach is certainly not an easy one for the Government administrator to build his action programs around. Yet the community development approach may prove to be the only way to develop successful anti-poverty programs, and for this reason I feel it is urgent that it be given the understanding and support of Governments."

The Minister referred to the program under the Agricultural Rehabilitation and Development Act, saying that it has evolved into a substantial program of resource improvement and rural socio-economic development. The federal Government will contribute $175 million in the next five years toward provincial ARDA programs.

He touched on the ARDA program in the Lower St. Lawrence and Magdelen Islands, where an Eastern Quebec Planning Bureau was incorporated in 1963. The organization is concerned with research and the planning of development programs.

The most original part of this major experiment in regional development, he said, is seen in the way in which the bureau and the people are making contact. It could be called community development.

Concluded the Minister: "One could not say that ARDA has emerged as a paragon —that the program meets the ideal of excellence which is possible under the legislation. However, I do say that the ARDA program has emerged as one of the most successful ventures to date into federal-provincial action. I am greatly optimistic that the ARDA program will, as it develops, help our Canadian institutions to overcome the very real organizational obstacles to coping with the challenge of poverty."

THOMAS COSGROVE

Thomas Cosgrove, Director of the Consultant Utilization Program Support, Community Action Program, Office of Economic Opportunity in the United States, spoke on "The Poverty Challenge and Responses to It" in the fifth session of the conference, chaired by Dr. John Deutsch, Chairman, Economic Council of Canada.

He said that in the United States, recent figures showed a decline of about a million in the nation's poverty population. "We are not so naive, however, that we attribute the gain to the present anti-poverty program alone. We know that much of what has been accomplished is attributable to the massive prosperity our nation has been enjoying."

Despite automation, he said, unemployment is down in the face of record demand, and incomes have been rising. "In such a situation it is inevitable that some among the poor will escape poverty's bonds."

Mr. Cosgrove said that even if today's prosperity continues indefinitely, there will be massive poverty in the United States, unless it is fought without letup. By the official statistics, he said, poverty is any family below the $3,100 per annum mark, and on this basis there are perhaps 34,000,000 impoverished residents in the United States.

He said that, contrary to popular belief, the overwhelming majority of the poor are white, although poverty is twice as prevalent among non-whites. "About 78 per cent of U.S. poverty wears a white skin," he said. "Of the poor, some 54 per cent live in cities, 30 per cent live in rural areas, and 16 per cent live on the land. Over 40 per cent of farm families are poor by U.S. standards."

Pointing out that the poor of the United States are better off than a majority of the world's population, he said that some, perhaps, are not poor by Canadian standards, "although I note that your own definition of poverty isn't far different from ours. The point is that in a world dominated by want, poverty is a relative concept.

"Relative though it may be, U.S. poverty must be defined against the background in which it exists, and the same is true for poverty in Canada. Because such poverty exists side by side with such great wealth, it is especially bitter to those who taste it each day of their lives." Poverty takes many different forms, and a third of poor families include persons past the age of 65, he said. Loss of earning power because of age is a major contributing factor in poverty. Millions of Americans depend solely upon social security income in old age, despite the growth of private pension plans that had recently been increased by seven per cent. The average was still under $90 monthly, Mr. Cosgrove said.

"A myth exists about the laziness of the poor, which deserves to be buried for all time," he said. "The very people who spread this myth often pay poverty wages to domestics and others in service industry. Often, those who fight improved minimum wage legislation shout loudest of the unworthiness of the poor.

The Poor Want to Work

"Statistics prove that the poor want to work, although there are some too demoralized or alienated for self-help. Those who would condemn these unfortunates truly condemn only their own insensitivity and indifference. While the lunatic right may proclaim that the poor should be left in poverty, most U.S. citizens support the anti-poverty war."

Mr. Cosgrove said that more than half of all U.S. poor families include members who are working or looking for work; about two-thirds include wage earners who worked at least part of the time during the year. "It is the poor who perform the stoop labour in the fields, who clean away the dishes in fancy restaurants, who make the beds in our hotels and motels, and who perform so many of the other unskilled tasks that still must be done. More than half of all poverty is attributable to low wages, involuntary unemployment and involuntary part-time work."

Referring to a study by the Ontario Federation of Labour entitled "Poverty in Ontario—1964", Mr. Cosgrove said he found very familiar language in it. The cycle of poverty is hardly unique in Ontario; it has existed for generations within the United States. "Its results are sometimes fearful. It has created apathy and dependence. It has caused frightening crime and delinquency. The recent riots in the Watts area of Los Angeles attest to the bitterness and violence pent up in the impoverished Negro ghettos.

"Figures cited by the Ontario Federation show that about 4,000,000 Canadians live in either poverty or destitution. Percentage-wise, Canadian poverty is much the same as that to the south. As in the United States, your poverty is greatest among minority groups—in your case, the Indians. As in the United States, your poverty is often traceable to unemployment or under-employment. As with us, many of your poor work for substandard wages, are untrained or under educated or head one-parent families."

The War on Poverty in the United States, Mr. Cosgrove said, is an effort to break the poverty cycle, to help the poor to help themselves, to mobilize national and local community resources to eradicate the cause of poverty, and to equip the poor for the labour market.

He said the entire U.S. nation has a stake in the eradication of poverty, because its existence is a threat to everybody's welfare. The poverty-stricken buy few consumer goods or homes, and they add little to the national wealth.

"The elimination of poverty, obviously, means greater prosperity for all. Poverty is bad morality and worse economics," he said. Pointing out that some claim people are poor because they lack education while others claim people lack education because they are poor, he said: "It matters not which comes first; it matters only that opportunity for education, training, and jobs shall be increased so that ignorance and want can be eradicated."

Allocation of Resources

He said he could take the narrow view that the answer to elimination of poverty in old age lies through union organization, and to an extent this was true. "But union organization will not answer the problem for millions. The answer lies in allocation of sufficient resources to assure a decent minimum living standard under society security."

Organized labour in the United States, he said, has been a mainstay in the successful battle for recently enacted legislation. Labour, almost alone, carried on the fight for medicare when the odds against it seemed unsurmountable. "Organized labour has had a major and positive role in the fight for civil rights and equal employment opportunity. There is a direct and obvious link between the civil rights fight and the war against poverty," said Mr. Cosgrove.

Partly because of high and persistent youth unemployment, and partly because of the need to bring impoverished youth into the mainstream of the national life, the War on Poverty has placed great stress upon youth programs, he declared.

"Unless young people are given an opportunity to overcome educational and training deficiencies, many will be condemned to repeat the cycle of poverty. The world no longer has adequate room for the high school dropout or the unskilled who now are doomed to face lives of chronic unemployment and under employment."

He referred to the Economic Opportunity Act, saying that it represents a conscious effort to provide impoverished youth with the background and motivation needed for today's world of work.

Turning to other programs in the United States, Mr. Cosgrove said the best known was the Job Corps that seeks to provide an away-from-home residential setting for disadvantaged youths who have family backgrounds that discourage education and training, and create negative motivation.

There are three kinds of Job Corps centres where youths from 16 to 22 are eligible, he said. They are: rural men's conservation camps for those with low levels of literacy; urban centres for young men able to absorb skill training; and women's centres.

At full strength, there will be 66,000 in the various camps and centres. Enrollment will be for a year in most cases, although some may go from conservation camps to Job Corps centres for additional training.

Signs of Success

He said the Job Corps is new, untried and novel, and there have been some problems; but there are signs that with experience, initial problems can be solved. The drop-out rate from the Job Corps is significantly lower than the first year college drop-out rate, and in his mind "the Job Corps will make a significant contribution toward a better society in the United States."

Speaking about the Neighborhood Youth Corps, another significant program, Mr. Cosgrove said the program seeks to make it possible for poor youths to remain in school through part-time work for pay, and to improve their employability in the process. It also seeks to encourage drop-outs to return to school or to obtain useful work experience.

On the College Work-Study Program, now being transferred to the U.S. Office of Education and enlarged under the new Higher Education Act, Mr. Cosgrove said wages made possible by federal funds for part-time work will permit tens of thousands of poor youth to obtain a higher education.

Referring to the GI Bill of Rights, the speaker said this was an investment in human capital that has paid off handsomely. It enabled tens of thousands of youthful returned veterans to go to college or take advanced skill training. "Because of the GI Bill, which paid tuition and a small stipend, the United States today has the know-how needed for a modern technological society. I shudder to think of the kind of nation we would now have had it not been for the GI Bill," he said.

"We are awakening to the realities of our modern world at long last," he continued. "The time has come even when the National City Bank of New York has hailed investment in education as being as essential as investment in capital goods."

Mr. Cosgrove said the War on Poverty provided funds for basic adult literacy courses, and the program was aimed at 11.5 million adults with less than a sixth grade education. "While literacy does not guarantee full citizenship participation, or employment, these are almost impossible to achieve without the ability to read and write."

The War on Poverty, he said, embodies an effort to fight rural poverty through an individual small loan program, and loans to create or strengthen rural co-operatives under which some 500,000 low-income rural families are eligible. In addition there is a program of loans to provide better housing, sanitation, education, day care and self-help for migrant and seasonal agricultural workers.

Another part of the program is a special, small business loans component intended to offer new opportunity to neighbourhood and other small businesses, and to expand employment opportunity. This provides a source of credit when all others are lacking, and the loans are repayable over 15 years or less.

An adult work-experience program has been developed that is designed to meet the hard-core adult unemployed who have lost their capacity to improve their situations unaided. The program seeks to employ the hard core unemployed on useful projects in the public interest in situations where they may develop or conserve good work habits, attitudes and morale.

Peace Corps

Mr. Cosgrove said the Peace Corps concepts, first enunciated by the late President Kennedy, has been brought to the domestic scene in the United States by the War on Poverty. VISTA, Volunteers in Service to America, offers adult Americans from outside the poverty population an opportunity to serve in the front lines in the anti-poverty war. He said VISTA is capturing the imagination of the nation, and there is reason to believe that it will prove to be a highly effective force for progress.

Turning to the Community Action Program, Mr. Cosgrove emphasized that this is the heart of the anti-poverty program and its most controversial aspect. The program represents the home-town mobilization against poverty in neighbourhoods where the disease is rooted.

"Through the Community Action Program, the Economic Opportunity Act and other federal programs having a relationship to the anti-poverty war, all joined together with local resources for common combat," he said. "Community action is not a substitute for existing welfare agencies, although it seeks to utilize these in a co-ordinated effort to combat the root causes of poverty. The Community Action Program adds new resources and innovation to the fight."

Project Headstart, the first massive preschool venture, was launched last summer, he said, and more than half a million children benefited. "Thanks to Headstart, preschool has already become a permanent innovation in U.S. education," said Mr. Cosgrove.

"We have insisted that the poor shall be directly represented upon governing, planning and advisory boards. More importantly, perhaps, we have insisted that the leadership of the poor shall have a place within Community Action Programs as neighbourhood workers and in other capacities. We look upon the Community Action Program itself as an opportunity structure for the poor who have leadership capability, but who have so far been submerged by circumstances beyond their control.

The Vital Link

"The Neighbourhood Centres visualized by the Community Action Program—and now in operation in most communities—are in a sense the local union halls of the program. Out of these centres, the neighbourhood workers, recruited from the poor, seek out those who need services provided by the program. We know now that the neighbourhood worker is the vital link between the program and the people. Without effective neighbourhood workers, CAP programs will tend to remain words."

He said that CAP, more than any other aspect of the War on Poverty, represents an effort to eradicate the root causes of poverty. The AFL-CIO is co-operating fully in the struggle to end poverty, but although the program has been doubled it, alone, will not end poverty, Mr. Cosgrove declared.

"The United States of today can afford to underpin its economy with a minimum wage which will take all of the employed out of the poverty population," he said.

"We know—and Congressional hearings have shown this to be true—that there need be no major alteration within the U.S. price structure to meet the cost of an adequate minimum wage. We know that the U.S. economy can grow at a continued fast pace if more purchasing power is supplied at the lower levels of our economy. We know that poverty can be eliminated faster and more effectively through such steps than in any other way. We recognize that every aspect of the anti-poverty war will remain essential even if the minimum wage is pegged above the poverty level.

"There is a need to think clearly and boldly about the kind of economic underpinning required to conquer poverty. There is a crying need for national minimum standards of public assistance to insure that no child shall go hungry or uneducated through no fault of his own.

"Nor can the War on Poverty be won if the worker is denied his fair share of our expanding economy. While it is a fine thing to be able to produce a record output of goods and services, that ability will become a mockery unless the goods and services are consumed. In the ultimate sense, rising living standards spur capital investment and create the jobs needed to permit people to rise out of poverty," he concluded.

Leading a panel discussion following the addresses by Mr. Sauvé and Mr. Cosgrove were John W. Eleen, Research Director, Ontario Federation of Labour; Prof. John Morgan, School of Social Work, University of Toronto; and S. M. Gossage, Vice-President, Company Services, Canadian Pacific Railway.

Labour Relations Legislation in 1965

Quebec grants teachers and civil servants right to strike
Ontario provides compulsory arbitration of hospital disputes
Amendments made in civil service act in Manitoba and Alberta

At the 1965 sessions of the provincial Legislatures, six provinces enacted legislation dealing with labour-management relations, with Ontario and Quebec making the most extensive changes.

Ontario enacted the Hospital Labour Disputes Arbitration Act, 1965, that provided for compulsory and binding arbitration of hospital disputes and banned strikes and lockouts in hospitals. The Toronto Hydro-Employees' Union Disputes Act was passed to avert a threatened Hydro strike in Toronto. Other amendments brought civilian employees of a police force under the Police Act.

In Quebec, amendments to the Labour Code granted teachers the right to strike, subject to restrictions similar to those imposed on other public service employees. A new Civil Service Act gave civil servants the right to bargain collectively, and to engage in strike action, subject to certain exceptions. The Professional Syndicates Act was amended. At an emergency session, the Transport Board Act was amended to prevent the threatened closing of an essential ferry service.

In Nova Scotia, amendments to the Trade Union Act brought boards and commissions under the Act and introduced a successor employer clause.

In Manitoba, a form of collective bargaining for provincial civil servants was introduced and minor amendments were made to the Fire Departments Arbitration Act.

Amendments to the Alberta Public Service Act granted civil servants limited bargaining rights.

In British Columbia, the sections of the Education Act dealing with collective bargaining procedures for teachers were amended.

ONTARIO

Hospital Labour Disputes Arbitration Act

The Ontario Hospital Labour Disputes Arbitration Act, 1965, prohibits strikes and lockouts in hospitals and provides for compulsory and binding arbitration of contract negotiation disputes involving hospital workers.

In providing for compulsory arbitration of all hospital disputes, this Act goes further than the recommendations of the Royal Commission (the Bennett Commission) appointed in 1963 to inquire into the feasibility and desirability of applying compulsory arbitration in the settlement of disputes between labour and management over the negotiation and settlement of terms of collective agreements affecting hospitals and their employees. In its majority report, the Commission recommended that legislation be enacted providing for compulsory arbitration, to be invoked at the discretion of the Lieutenant Governor in Council, on either of the two but only on the following two grounds:

> (a) When patient care is adversely affected or seriously threatened, and
>
> (b) if either party is convicted pursuant to the provisions of the Labour Relations Act of bargaining in bad faith, provided that the other party has not been so convicted in respect of the same negotiations and requests compulsory arbitration.

The Commissioners stated: "In confining governmental intervention to only the two specifically defined instances and then only at the discretion of the Lieutenant Governor in Council, we are asserting our faith in the principle of voluntary collective bargaining and our opposition to compulsory arbitration in interest disputes in hospitals."

During the debate on the Bill, the Minister of Labour said that, if the Commission's formula were adopted, there would be a gap in the remedy because strikes and lockouts could still occur in hospital disputes, if either of the foregoing conditions were not fulfilled. He added:

> I am driven, Mr. Speaker, to the conclusion that any strike or lockout in a hospital endangers patient care. Machinery and equipment must be maintained, the supply of electricity and water is essential, the cleanliness of the building, the operation of the laundry, the preparation of and service of good food, all these and many other things are just as essential to patient care as the services rendered directly to them.
>
> The criterion of patient care is, I think, the paramount one. So far as I am concerned, a strike in a hospital cannot but affect it.

The Minister emphasized, however, that the new Act is not to be taken as a new vogue in industrial relations legislation in Ontario as far as the present government is concerned.

As the name would indicate, the Hospital Labour Disputes Arbitration Act is separate and distinct from the Ontario Labour Rela-

tions Act. It covers not only hospitals, but other institutions operated for the observation, care or treatment of persons suffering from physical or mental illness, whether financed in whole or in part out of public funds or operated for private gain.

At the same time, all of the provisions of the Labour Relations Act, except as modified by this Act, apply to hospitals and their employees. In future, no municipality may exercise the authority granted to it under section 89 of the Labour Relations Act, and issue a declaration excluding hospital workers from the Labour Relations Act. Any such declaration, heretofore made, ceased to have effect on the day the new Act came into force.

Initially, the procedure to be followed, in the event of a contract negotiation dispute in a hospital, is the same as for a dispute in any other work place. The first departure from the normal pattern comes only after the usual conciliation process has been completed and no settlement has been reached. In that event, the parties are forbidden to engage in a strike or lockout and are obliged to resume bargaining and are given an additional 35 days in which to try to reach an agreement. This additional period of direct bargaining may be extended to 90 days if both parties agree, but any further extension has to be approved by the Minister.

Compulsory and binding arbitration will be imposed only if this further period of direct negotiations has not produced a settlement. In such cases, a three-man arbitration board will be appointed.

The arbitration board will be composed of a nominee of each side and a chairman chosen by the other two members. The appointment of any person who was a member of a conciliation board that dealt with the matters to be decided by arbitration is expressly forbidden. If either of the parties fails to nominate its member within the prescribed time or if the representative members cannot agree on a chairman, the Minister, upon the written request of either party, will appoint the member or chairman, as the case may be.

This provision for a tripartite board, rather than a single arbitrator, is in line with the recommendations of the Royal Commission. It said that such a board would be a safeguard against unreasonable awards, further stating that only chairmen experienced in hospital affairs would be appointed.

An arbitration board is authorized to decide any question in dispute, or any matter that it thinks needs to be decided, in order to conclude a collective agreement between the parties, except issues that come within the jurisdiction of the Ontario Labour Relations Board (certification, decertication, etc.). The decision of the majority of the members will constitute the decision of the board and, if there is no majority, the decision of the chairman will prevail.

Any collective agreement reached between the parties before a board of arbitration is limited to one year from the date it commences to operate, unless the parties agree to a longer term. An arbitration board may, however, make an agreement or specific terms of it retroactive, if the required notice to bargain was given.

If either or both of the parties neglect or refuse to execute a collective agreement resulting from the activities of a board of arbitration within the prescribed time, the board has the power to put it into effect.

The costs of such arbitration are to be paid for out of the Consolidated Revenue Fund.

Toronto Hydro-Employees' Union Dispute Act

This emergency legislation was introduced to avert a threatened Hydro strike in Toronto. It provided for compulsory arbitration of the contract dispute between the Toronto Electric Commissioners and Local No. 1, Canadian Union of Public Employees and expressly prohibited a strike or lockout.

In explanation of this, the Premier, who introduced the Bill, said that under the circumstances, legislation to effect compulsory arbitration of the dispute was the only course of action that appeared to be available. He said that a discontinuance or interruption in the supply of electric power in Toronto would seriously threaten the health, welfare and economic well-being of over 10 per cent of Ontario's population. Even if a power interruption was restricted to a limited area of the city, the individual resident would be without means to maintain his normal life. All industry and business in that area would grind to a halt and would be forced to lay off their employees.

The legislation, which is limited in its application to this one dispute, authorized the establishment of a three-man board of arbitration to settle the issues between the parties. The board's decision is to be incorporated in a collective agreement, that will remain in force for one year unless the parties agree to a longer term. The agreement, or any of its provisions, may be made retroactive to January 31, 1965.

While the Act is in force, both a strike and a lockout are banned. Also, the Commission may not alter wages, or other terms of employment, without the union's consent. In addition, it is forbidden to issue a declaration removing Hydro employees from the Labour Relations Act so long as this Act remains in force and so long as an agreement reached under this Act remains in effect.

This Act will be repealed on the day on which the new collective agreement comes into effect.

Police Act

Among other changes, the Ontario Police Act was amended to bring civilian employees of a police force under the Act. This means that civilian employees of a municipal police force are now forbidden to strike and must submit disputes to arbitration.

This amendment resulted from a decision of the Ontario High Court, *Regina v. Ontario Labour Relations Board; Ex parte Canadian Union of Public Employees, Local 543* (1964); 45 D.L.R. (2d), Parts 3 and 4, p. 202. In this case, the judge ruled that motor mechanics and helpers employed by the Windsor Police Force to repair police cruisers and motor vehicles, were not members of a police force within the meaning of Section 13 of the Police Act and, therefore, were not excluded from the benefits of the Ontario Labour Relations Act.

Referring to this decision during the debate on the Bill, the Attorney General said that it was never intended that such people should be outside the police force. Those who worked for the police force were part of the police force and the Act simply made that clear, the Minister said. He also stated:

> The reason for policemen, constables and members of the police force being denied the right to strike and go off duty in a dispute of that kind, is that we may maintain law and order. The garage mechanics, the persons who run the telephone switchboards, and all the people who work with the police force, could very well put it out of commission by refusing to go to work. The police would be immobilized, the communications could break down; these people, when they take on that responsibility and that work, in effect, are members of the police force.

Justices of the Peace Act

An amendment to the Justices of the Peace Act provided that the Ontario Labour Relations Act does not apply to full-time justices of the peace.

QUEBEC

Labour Code

The Labour Code was amended to give Quebec teachers a limited right to strike.

Teachers were temporarily excluded from the Code last year, pending the report of the Special Committee appointed to study labour relations in the teaching field within the framework of the public education legislation of the province. Meanwhile, they continued to be governed by a special statute, an Act respecting Municipal and School Corporations, that prohibited strikes and made it compulsory for teachers to submit disputes to arbitration.

In its report submitted last January, the Special Committee recommended that teachers be given the right to strike, subject to restrictions similar to those imposed on hospital workers and other public service employees. The Committee also proposed a number of other changes in school board-teacher relationships.

Most of the Committee's recommendations have been incorporated in the amended Code.

One such amendment takes into account the trend toward larger administrative units and permits area or even regional bargaining between teachers and school boards. The Code now provides that a school board may authorize an association of school corporations to bargain on its behalf. In such cases, teachers will be obliged to bargain with the larger unit, except that they will not be required to negotiate an agreement applicable to an area greater than that of a regional school board. A school board, in turn, will not be bound by an agreement negotiated by an association unless it has given the association an exclusive mandate to bargain on its behalf.

Another change is that collective agreements covering teachers are no longer for a two-year term, but may run for a period of from one to three years, the same as other agreements.

In the event of a stalemate in negotiations, teachers will now be subject to the same procedures as other employees. Upon notification, conciliation services will be made available if negotiations have been carried on for 30 days and no agreement has been reached, or if either party believes that negotiations will not be completed within a reasonable time. As with other disputes, the conciliation officer will have 30 days in which to effect a settlement, or longer, if both parties agree to an extension.

After giving at least eight days' written notice to the Minister, teachers will now be free to strike 60 days after conciliation was first requested (90 days in the case of a first agreement).

As in the case of a public utility or other public service employment, there is provision for an 80-day "cooling-off" period. If the Lieutenant Governor in Council feels that a threatened or actual strike of teachers will interfere with the education of a group of students, it may appoint a board of inquiry to investigate the dispute and submit a report within 60 days.

In extremely serious disputes, injunction proceedings may be instituted. Upon the petition of the Attorney General, a judge of the Superior Court may grant an injunction to prevent or terminate a teachers' strike. The injunction will automatically terminate 20 days after the board of inquiry has submitted its report.

Civil Service Act

The new Civil Service Act gave most civil servants in Quebec the right to bargain collectively regarding salary matters and other conditions of employment, and to engage in strike action.

In the new Labour Code passed last year, civil servants subject to the Civil Service Act (other than employees of the Quebec Liquor Board) were excluded from the definition of employee and were expressly forbidden to strike.

Prior to this, a Special Committee of the Legislature had been appointed to study collective bargaining in provincial government services, hospitals and school boards. In its report submitted in June 1964, the Committee recommended separate legislation on labour relations in the public service. Its recommendations were later studied by a 14-member joint committee, made up equally of Government and union representatives, with the Director of Planning of the Civil Service Commission as Chairman.

The Premier, who introduced the Bill, emphasized that, except as modified by the new Civil Service Act, the Labour Code applies to civil servants.

The new Civil Service Act empowers the Lieutenant Governor in Council to authorize a member of the Executive Council to sign, in accordance with the Labour Code, a collective agreement with any certified association of employees of the civil service.

Under the new Act, the Syndicat de fonctionnaires provinciaux du Quebec, the union that won the representation vote held in November 1964, is formally recognized as the bargaining agent for all but four categories of civil servants who are employees as the word is defined in the Quebec Labour Code, that is, civil servants who do not exercise supervisory or managerial functions, or who do not act in a confidential capacity in labour relations matters.

This recognition is tantamount to certification for the majority of civil servants who are divided into two groups—functionaries and workmen (watchmen, labourers, charwomen and other manual workers).

If any conflict arises as to whether or not any employee or class of employees belongs in either of these two groups, the matter is to be referred to the Quebec Labour Relations Board for settlement. The Board also has authority to cancel this certification if the Syndicat loses its majority status or to grant another in accordance with the Labour Code.

A special certification procedure is to be established for these categories of employees:

(1) teachers

(2) professional employees such as doctors, lawyers, engineers;

(3) university graduates (economists, geographers, geologists, biologists, town-planners, auditors, psychologists, social workers, guidance counsellors and other professionals);

(4) peace officers, prison guards, game wardens and traffic inspectors.

Any association representing any of the four categories of employees may be certified by the Lieutenant Governor in Council on the recommendation of a joint committee especially constituted for this purpose. One-half of the members of a joint committee will be composed of representatives of the group concerned.

Such certification is to have the same effect as certification by the Quebec Labour Relations Board. Conflicts as to whether employees should be included in, or excluded from, any of these four categories are to be referred to the Labour Relations Board for settlement. The Board may also cancel a certification or grant another, subject to the conditions prescribed by the Labour Code.

To be certified it will not be necessary for a professional association to be composed entirely of members of the same profession, which is the rule in the private sector. The Civil Service Act does, however, distinguish between doctors, lawyers and other professionals listed in the Labour Code and university graduates employed as economists, geographers, etc. In the case of doctors, lawyers, etc., certification may be granted to an association representing more than one professional group, if a majority of the employees in a particular professional group agree. The consent of the absolute majority of the other group of professional employees (economists, geographers, etc.) is, however, necessary before certification may be granted to an association that includes other classes of employees.

Civil servants, other than peace officers, have the right to affiliate, provided they do not engage in partisan politics. An association of civil servants may affiliate with a labour organization, provided the association has in its constitution clauses prohibiting participation in party politics or financial contributions to a political party. Also, a civil service association is forbidden to affiliate with any association that does not respect these prohibitions.

After January 31, 1966, civil servants, other than peace officers, will have the right to strike, provided there is a prior agreement with the Government regarding the maintenance of essential services. If an association and the Government cannot agree, the Labour Relations Board will decide what are essential services, and how they are to be maintained.

The Civil Service Commission will be responsible for job classification, appointments, promotions, transfers and training programs.

Professional Syndicates Act

The Quebec Professional Syndicates Act, that provides for the incorporation of associations and professional syndicates, was amended to reduce the number of persons required to form a syndicate from 20 to 15.

The minimum entrance fee remains $1, but minimum dues have been increased from $6 a year to $1 a month. Also, this provision is no longer limited to syndicates of employees but applies to all professional syndicates.

Transportation Board Act

At a special one-day session of the Quebec Legislature, the Transportation Board Act was amended to prevent the interruption of essential public water transport services.

The legislation was introduced to end the threat of Levis Ferry Limited to cease operations on November 15, following a strike of ferry captains and first mates.

The Premier, who introduced the Bill, said that a prolonged ferry strike here would be disastrous. He also stated that any interruption of the service would endanger public health and safety. It was essential that this important link between Quebec and the south shore be maintained, the Premier said.

The amending Act provides for the appointment of an administrator to restore any public water services whenever the Lieutenant Governor in Council is of the opinion that any interruption of the service would endanger the public health or safety.

An administrator appointed under this authority would be empowered to manage all property allocated by the owner for the use of such service at the time of his appointment, or of the suspension of operations, and to control all persons employed therein. He would also have general authority to take whatever steps he deemed necessary or useful to reestablish or maintain a service.

Any person who hinders or obstructs an administrator, or who does not obey an order, is liable to a maximum fine of $10,000 or up to two years' imprisonment or both.

NOVA SCOTIA

Trade Union Act

The Nova Scotia Trade Union Act was amended to extend coverage to employees of provincial boards and commissions such as the Nova Scotia Power Commission and the Nova Scotia Liquor Commission, except those appointed by the Civil Service Commission or the Governor in Council. These employees may not resort to strike action, however, until 30 days after the time limit prescribed for employees in the private sector.

A successor employer clause has also been introduced. If a trade union has a collective agreement with an employer, or has been certified as the bargaining agent for his employees, or has applied for certification, the collective agreement, certification, or application will not be affected if the employer sells or transfers his business to another person, provided the sale or transfer has not resulted in a substantial change in the plant, property, equipment, products, working force or employment relations of the business.

In line with this amendment, the Labour Relations Board has been empowered to decide certain questions that arise when a business changes hands. If a union feels that an employer has made a sale, or transfer, simply to avoid certification or an existing agreement, it may apply to the Board for a determination. If the Board finds that this is the case, the certification, application or order, or the collective agreement, will continue in effect and will bind the person to whom the sale, or transfer, was made. If the purchaser already has an agreement with another union, or if his employees are represented by another union, the Board may, on application of any person concerned, determine which agreement or certification will cover the employees affected.

These amendments to the Nova Scotia Trade Union Act were recommended at the third joint Labour-Management study conference held in November 1964.

Teachers' Union Act-Education Act

The section of the Nova Scotia Teachers' Union Act that permits negotiations between the Union and a school board, was amended to enable the Union to enter into an agreement with the school board on behalf of the teachers employed by the board with respect to salaries and conditions of employment. A complementary amendment to the Education Act made such an agreement binding upon the board and the teachers employed by it.

MANITOBA

Civil Service Act

Amendents to the Manitoba Civil Service Act introduced a modified form of collective bargaining within the provincial civil service. Prior to this, civil servants had the right to be consulted about salary matters and other conditions of employment, but the Joint

Council, established to consider suggestions or requests from the Government and employees, had no means of enforcing its decisions.

Under the amended Act, the Manitoba Government Employees' Association is recognized as the bargaining agent for provincial civil servants as long as it retains its majority status.

A person designated by the Lieutenant Governor in Council is authorized to carry on negotiations on behalf of the Government with representatives of the Association. With the approval of the Lieutenant Governor in Council, the minister responsible for the administration of the Civil Service Act or another cabinet minister may, on behalf of the Government, enter into a collective agreement with the Association respecting:

(a) compensation for employees, including the establishment of pay ranges for both new and existing classes of employees; and

(b) working conditions of employees.

Certain classes of employees may, however, be excluded from such an agreement. They include employees in managerial, professional or administrative positions, or persons in a confidential relationship with the Government, or a minister.

There is provision for third-party mediation in the event of a stalemate in negotiations. Upon the request of either the Association or the Government's representative, the minister must appoint a three-member mediation board. The minister is also given discretionary power to appoint a mediation board whenever he deems it advisable. Upon request of either party, a mediation board will also be appointed if a dispute arises over changes in a provision that is subject to revision during the term of an agreement.

The mediators are to be selected from three panels. One panel is to be composed of persons approved by the Government's authorized bargaining agent, and one of persons approved by the Association. The third is to consist of persons considered by the principles to be capable of acting as chairmen.

Time limits are imposed, requiring each party to notify the other, within seven days, whether or not it is prepared to accept the mediation board's award. If accepted, an award is binding on the Government and the Association.

If one party does not accept the award, the matter may be referred to the Lieutenant Governor in Council for final settlement. Within 15 days from the date on which the last statement of dissatisfaction is filed, hearings must be held at which the Government's bargaining representative and the Association may present evidence and make submissions respecting the award or dispute.

As soon as possible after the hearing, the Lieutenant Governor in Council must make an order confirming, or varying the award, whereupon the parties must prepare a collective agreement giving effect to the order.

The first agreement under the new system was signed on June 10.

Fire Departments Arbitration Act

The Manitoba Fire Departments Arbitration Act was amended to make it mandatory for an arbitration board to submit its award within 42 days of the date of the appointment of the chairman. If the Minister of Labour directs a board to reconsider or amplify an award or any part of it, or to report on any new matters, it must report within 10 days of the Minister's directive.

Another amendment requires a municipality to notify the bargaining agent of the firemen within the prescribed time, if it passes a by-law changing the date before which notice to commence negotiations must be given.

ALBERTA

Public Service Act

Amendments to the Public Service Act of Alberta provided for the introduction of a regulated system of negotiations between the Alberta Government and the Civil Service Association, effective from July 1. In brief, they authorize the establishment of negotiating committees, prescribe the time limits to be observed in negotiation steps and permit signed collective agreements. In the event of dispute, the final say, however, rests with the employer. The right to strike is not mentioned.

In a prepared statement on the new legislation, the Provincial Treasurer and the immediate past president of the Association said: "The procedures differ considerably from industrial collective bargaining because it is felt that different circumstances prevail in the relationships between the Government and Crown agencies and the personnel who staff them."

The new negotiating procedures apply to all employees of the Alberta Government, except deputy ministers, the heads of crown agencies, chairmen or members of any government board, or other persons who, in the opinion of the Minister, exercise a policy-making function in matters relating to personnel administration. Members of a professional association may also be excluded by the Minister (the Provincial Treasurer) at the request of the majority of persons in the group.

The Civil Service Association of Alberta is the recognized bargaining agent of employees of the Alberta Government as long as it retains its majority status. It has the sole right

to bargain on behalf of employees subject to the Civil Service Act (employees of the various departments, as well as employees of the Legislative Assembly, the Provincial Auditor and the Personnel Administration Office). It also has the right to negotiate on behalf of the employees of a government board or agency or any such employees in a specific field of employment, provided a majority of such employees are members of the Association.

The Association is also given the right to delegate its authority to negotiate to any of its branches. If membership in a branch of the Association is limited to the employees of a particular board or agency, or to employees in a specific field of employment, the Association may delegate its authority to negotiate in whole or in part to that branch.

As in the private sector, procedures commence with the filing of a notice to commence negotiations. Upon request, the Government, or any board or agency concerned, is now obliged to enter into negotiations with the Association. Either party may give notice 60 to 90 days preceding the expiry of an agreement.

A notice to commence negotiations must describe the proposals or requests respecting rates of pay, hours of work, or other terms or conditions of employment that may be negotiated. These may apply to employees generally, or to persons in a specific field of employment. Any disagreement as to whether a specific proposal or request is negotiable is to be referred to the Provincial Treasurer, whose decision is final.

Negotiations are to be conducted by a negotiating committee. If the matter concerns departmental employees, the negotiating committee will be composed of three persons appointed by the Association who are members or employees of the Association, and three persons appointed by the Executive Council, at least one of whom must be a member of the Cabinet. A six-member negotiating committee, equally representative of management and labour, will also be appointed if the matter concerns employees of a government board or commission, the only difference being that there is no requirement to have a cabinet minister as one of the management appointees.

Certain time limits are imposed. A negotiating committee must submit a report to the parties concerned within three months from the date of the notice, or within such longer period as may be agreed upon by the members. Upon receipt of the report of the negotiating committee, each side must inform the other party within 14 days whether it accepts or rejects the recommendations in whole or in part.

If all of the recommendations are accepted by the Executive Council or the government board or commission and by the Association, they are binding on the parties and must be incorporated in a collective agreement.

In the event of a stalemate, the next step is a meeting with the Executive Council, or third-party mediation, depending on whether the matter concerns departmental employees, or employees whose rate of remuneration is fixed by the employing board or agency.

If the differences concern departmental employees, representatives of the Association will meet with the Executive Council. Any matters not settled at this meeting will be decided by the Government. Before an agreement is signed, the Government must submit to the Association a statement containing its decisions on those proposals and requests on which settlement was not reached. Its decision will then be binding upon the Government, the Association and the employees affected. The Government is expressly forbidden to alter, revoke, or to do anything inconsistent with the decisions during the term of the agreement.

A mediation board will, however, be appointed if there is a stalemate in negotiations involving employees of a board or commission. A mediation board will be composed of a nominee of each of the parties, and a chairman chosen by the two representative members. If the latter fail to appoint a chairman within the prescribed time, the Attorney General will appoint one.

The qualifications and powers of members of mediation boards are similar to those prescribed for conciliation boards under the Alberta Labour Act. The expenses of a mediation board are to be shared by the parties.

Unless the parties agree to an extension, a mediation board must submit its report within 14 days after the chairman agreed to act (exclusive of Saturdays, Sundays and holidays). Its recommendations may be in whole or in part retroactive.

Each side must advise the other party within 14 days whether it accepts or rejects the recommendations of the mediation board.

If some or all of the mediation board's recommendations are rejected by either party, the next step is for representatives of the Association to meet with the board or agency concerned and to try to conclude an agreement. Any matters not resolved at this meeting will be decided by the board or agency. The decisions will be binding upon the board or agency, the Association, and the employees affected, and during the term of the agreement the board, or agency, must not alter, or revoke, or do anything inconsistent with the decisions.

Differences over the interpretation of an agreement between a board, or commission,

and the Association, are to be settled by arbitration. Every collective agreement between a board, or agency, and the Association, must contain a provision for final settlement of all differences concerning its interpretation, application, operation or any alleged violation thereof, including any question as to whether the differences are arbitrable. If an agreement does not provide for arbitration, the statutory arbitration clause will be presumed to be included in the agreement.

This statutory arbitration clause provides for the appointment of a three-member arbitration board if differences are not resolved at a meeting, or if either party fails to follow the required procedure to its conclusion. Either side may institute arbitration proceedings by sending the other party a written notice, which includes a statement of the difference, and the name of the first party's appointee. The recipient of the notice has five days (exclusive of Saturdays, Sundays and holidays) in which to nominate its representative. If the nominees of the parties fail to select a chairman within the prescribed time, the Attorney General will appoint one.

The award of an arbitration board is final and binding upon the parties, and upon any employee affected by it. In case of disagreement, the award of the majority will prevail and if there is no majority, the decision of the chairman governs. The costs of arbitration are to be shared by the parties.

BRITISH COLUMBIA

Public Schools Act

Amendments to the British Columbia Public Schools Act made some changes in the provisions dealing with collective bargaining procedures for teachers.

One amendment permits regional agreements, or even province-wide bargaining, between school boards and teachers, provided both sides agree. The Act now states that, on or before September 20 in any year, any number of school districts and teachers' associations may notify the Superintendent of Education of their intention to enter into negotiations with a view to reaching a new agreement or modifying an existing agreement. After giving notice of a desire to enter joint negotiations, however, a school board or a teachers' association will not be permitted to withdraw from the negotiation process, including conciliation, or arbitration proceedings, with respect to the making of an agreement as proposed in the notice.

Another change is that each side is now allowed to name a single agent to conduct negotiations rather than a group or committee.

The conciliation procedure is also changed. Instead of two conciliators, one chosen by either side, the Act now provides that, by mutual consent, the parties may appoint a single conciliator to help them reach an agreement. If an agreement is not reached by October 31, or if the parties fail to select a conciliator by that date, the Minister of Education will appoint a conciliator upon the request of either party.

If the single conciliator is not able to bring about an agreement within the prescribed time, the matter, as before, will be submitted to a Salary Arbitration Board for settlement. A new provision prohibits any person from acting as a member of a Salary Arbitration Board during the same year as he has acted as a conciliator.

Labour Standards and Other Legislation, 1965

Only new labour standard statute enacted was the Canada Labour (Standards) Code. Other measures included a new Public Works Act in Alberta and amendments to Ontario Human Rights Code

At the 1965 sessions of the Legislatures, only one new labour standards law was passed—the Canada Labour (Standards) Code. Other measures of interest to labour were enacted. These included a new Public Works Act in Alberta, and the Ontario Human Rights Code Amendment Act, 1965, that strengthened and extended the anti-discrimination provisions.

Canada Labour (Standards) Code

The only new labour standards statute enacted this year was the Canada Labour (Standards) Code. Introduced on October 1, 1964 (L.G. Dec. 1964, p. 1058), the Code was amended during passage and received Royal Assent on March 18 (L.G. Aug. 1965, p. 697).

The Code provides for a minimum wage of $1.25 an hour; a standard 8-hour day and 40-hour week, with time and one-half for overtime (normally limited to 8 hours a week); eight general holidays with pay; and two weeks annual vacation with pay after every completed year of employment.

The new standards, which went into force on July 1, apply to employees in banks, interprovincial transportation and communication industries and other works and businesses subject to federal labour jurisdiction.

Alberta Public Works Act

The Alberta Public Works Act, that consolidated provisions relating to public works previously contained in several statutes, includes a number of provisions that are intended to ensure that persons who supply labour, materials, etc. to a contractor with a provincial government contract are paid in full.

Under the new Act, a contractor with a provincial government contract may be required to post security, not only to ensure due performance of contract, but also to ensure payment in full of all claims for labour or material used in the performance of the contract.

The provisions of the Public Works Creditors Payment Act passed last year, that authorized the Alberta Government to pay money owing under a public works contract directly to the contractors and to recover the amounts paid from money due the contractor or the bonding company, have also been incorporated with a few changes.

If a contractor or subcontractor fails to pay a creditor, and a claim is filed with the responsible department or agency 30 to 90 days after the last day on which the labour, equipment, material or services were provided, the Crown may, after giving 30 days' notice to the contractor and surety, pay the claimant the sum settled upon and deduct the amount paid from the moneys due the contractor, or from the moneys or securities, if any, deposited with the Crown. If there is not sufficient money to cover the amount paid to the creditor, the surety, if any, will be obliged, to the extent of the security, to pay to the Crown upon demand, a sum equal to the amount paid to the claimant.

A new provision permits the Crown to pay the money into court instead of paying the claimant directly. The court, on the application of the claimant, the contractor or the surety, may then determine the persons entitled to the money and direct payment accordingly.

Alberta School Act

The Alberta School Act was amended to require children to attend school until age 15, regardless of attainment, as long as further schooling is available. Previously, the statutory school leaving age was 15 years, unless a child has passed Grade 9 or its equivalent.

Saskatchewan Employees' Wage Act, 1961

In Saskatchewan, the Employees' Wage Act, 1961, that is designed to protect wages and salaries, was amended with respect to the procedure to be followed when an employer has been convicted of failure to pay wages.

As before, a magistrate must, in addition to the fine imposed, order an employer to pay an employee the wages owing and must immediately forward it to him.

Under the amended Act, an employer who fails to comply with such an order is no longer guilty of an offence and liable to a penalty if he satisfies the magistrate that he is unable to comply with the order.

In case of default, the magistrate must, upon request, furnish the complainant with two certified copies of his order. That person, or his solicitor or agent, may then, upon payment of the prescribed fee, file a certified copy of the order in the office of the clerk of the district court nearest to the place of the employer, thereby making it enforceable as a judgment of the court.

Saskatchewan Attachment of Debts Act

The Saskatchewan Attachment of Debts Act was amended to increase the amount of an employee's wages or salary exempt from debt claims. The amount now exempt from attachment is:

(a) $200 in the case of a married person supporting at least one, but not more than three dependants;

(b) $225 in the case of a married person supporting four or more dependants;

(c) $200 in the case of an unmarried person, widower or widow supporting at least one, but not more than three dependants;

(d) $225 in the case of an unmarried person, widower or widow supporting four or more dependants;

(e) $100 in the case of all other persons.

Manitoba Employment Standards Act

The section of the Manitoba Employment Standards Act dealing with the employment of children and young persons has been amended.

The employment of persons under 15 years in a factory continues to be prohibited. As before, "factory" is broadly defined to cover any building or structure, or land in or on which any person is employed for remuneration by an employer whose operations include as a substantive part, the manufacture of any material, substance, article or machinery by manual labour, or by machinery, or both.

The Lieutenant Governor in Council is empowered to issue orders prohibiting, or regulating, the employment of young persons 15 to 18 years in any place where the work is deemed to be dangerous, unwholesome or unhealthy.

(Continued on page 1202)

Reader's Digest Award Presented

Third Reader's Digest annual award presented jointly to the University of New Brunswick and Ontario Crippled Children's Centre for work in prosthetic research. $500 cheque shared

The third Reader's Digest annual award has been presented jointly to the University of New Brunswick's Bio-Engineering Institute and the Ontario Crippled Children's Centre in Toronto for their work in prosthetic research. The presentation was made at the Annual Dinner of the Rehabilitation Council for the Disabled, held in Toronto in October.

Prof. R.N. Scott, Executive Director of the Bio-Engineering Institute, and Dow S. Dorcas, Research Associate of the University of New Brunswick, accepted the commemorative plaque on behalf of the University.

The second plaque was accepted on behalf of the Crippled Children's Centre by Colin McLaurin, Project Director of the Prosthetic Research and Training Unit of the Centre; and R.J. Telford, who represented the Ontario Easter Seal Society.

In making the presentation of the 1965 award, Dr. Keith S. Armstrong, Executive Director of the Rehabilitation Council, said: "By honouring the University of New Brunswick and the Ontario Crippled Children's Centre, the Reader's Digest has acknowledged the pioneering work done by these two organizations in the field of prosthetic research. Though thousands of miles apart geographically, these organizations have worked together in combining the electrical arm prostheses of the Ontario Centre with the myo-electric control system developed in Fredericton by Prof. Scott and his associates."

The citation accompanying the Reader's Digest Award mentioned the fact that, although scientists and medical personnel in the U.S.S.R. had used a control principle in fitting appliances on a large number of adult patients with below-the-elbow amputations, it had remained for the University of New Brunswick team to develop a control system that would be suitable for the weaker signals from the muscles of a child. In accomplishing this, the New Brunswick researchers also produced a two-step control that enables a single muscle to do the work of two.

Dr. Armstrong explained that the research on which this development was based had been supported by grants from the federal Government.

After the presentation ceremony, Paul Picard, an 11-year-old boy from North Bay who has been fitted with this myo-electric controlled arm, demonstrated the use of his electric wrist rotator. He showed the audience how he could operate his new hook and elbow when an electrical system was activated by his upper-arm biceps.

The $500 cheque presented by the Reader's Digest to the award winner will be shared by the University of New Brunswick and the Ontario Crippled Children's Centre.

Division Celebrates 21st Anniversary—The Division for Guidance of the Handicapped, Community Chest and Councils of the Greater Vancouver Area, in September celebrated its 21st anniversary with a dinner at the Bayshore Inn.

Alderman E. Broome brought greetings from the City of Vancouver. Mrs. Mary Tadych, School of Social Work, University of British Columbia, described the organization and history of the Division, and Mrs. Rhona Lucas, Executive Secretary, explained its present position. Jack Humphreys, Chief Rehabilitation Officer, Workmen's Compensation Board of British Columbia, sketched plans for the future, which include the opening of the Vancouver Training Workshop and the establishment of a program for handicapped persons who are confined to their homes.

Ian Campbell, National Co-ordinator of Rehabilitation, Department of Labour, Ottawa, was the guest speaker.

Designing Buildings for Handicapped—Copies of a 20-minute colour film, "Sound the Trumpet", which portrays the difficulties imposed on the handicapped by the way buildings are constructed, have been purchased by the Department of Labour and are available for showing to interested organizations.

Copies of the film are available from the following offices of the National Film Board, to whom enquiries should be addressed:

St. Johns, Nfld.—P.O. Box 1206; Halifax, N.S.—1535 Dresden Row; Montreal, Que.—P.O. Box 6100; Ottawa, Ont.—6th floor, Excelsior Life Bldg., 270 Laurier Ave.; Toronto, Ont.—1 Lombard Street; Winnipeg, Man.—1130 Ellice Ave., Winnipeg 10; Saskatoon, Sask.—202 Federal Bldg., 1st Ave. and 22nd St.; Calgary, Alta.—713 Public Building; Vancouver, B.C.—Room 415, Federal Bldg., 325 Granville St., Vancouver 2.

Employment and Unemployment, November

Total employment, at 6,939,000 in November, showed a seasonal decline of 69,000 from October. A sharp drop in farm employment was partly offset by an appreciable increase in non-farm employment. Unemployment rose by an estimated 49,000 to 220,000. Seasonally adjusted, the November 1965 unemployment rate was 3.6 per cent.

Employment in November was 231,000 higher than a year earlier, and unemployment was 37,000 lower. The labour force, at 7,159,000, was 194,000 higher than in November 1964.

Employment

Farm employment decreased 109,000 between October and November, while non-farm employment rose by 40,000. The decrease in farm employment was above average for the month, owing to a sharp drop in seasonal requirements which were associated with grain harvesting. During October, farm employment had shown unusual strength as a result of delayed harvesting in Western Canada.

The increase in non-farm employment was unusual as employment seldom increases during this period.

Total employment remained well ahead of a year earlier. The November figure of 6,939,000 represented an increase of 231,000, or 3.4 per cent. In non-agricultural industries the increase was 293,000, or 4.8 per cent. The service-producing industries accounted for the largest part of this advance; construction employment was also noticeably higher than a year ago. All regions contributed to the increase.

The number of young people employed in November was significantly higher than a year earlier. In November, 639,000 persons aged 14 to 19 years were employed, 30,000 more than in November 1964. In the 20-24 age group 908,000 were employed, an increase of 71,000 over the year.

Unemployment

Unemployment increased by 49,000 to 220,000 between October and November. Because unemployment was virtually unchanged in October—the month in which it usually rises—the increase between October and November was larger than usual. Thus, between September and November, the rise in unemployment was about normal for the period. The November estimate of unemployment was 37,000 lower than a year earlier.

Of the 220,000 unemployed in November, some 176,000 had been unemployed for three months or less. The remaining 44,000, or 20 per cent of the total, had been seeking work for four months or more. A year earlier, this group accounted for 26 per cent of the total.

Total unemployment in November represented 3.1 per cent of the labour force compared with 3.7 per cent in November 1964 and 4.4 per cent in November 1963. Unemployment rates were lower than a year ago in all regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Nov. 1965	Nov. 1964	Nov. 1965	Nov. 1964	Nov. 1965	Nov. 1964	Nov. 1965	Nov. 1964
Metropolitan	—	1	3	4	9	7	—	—
Major Industrial	—	—	16	17	10	9	—	—
Major Agricultural	2	2	2	3	10	9	—	—
Minor	3	2	21	26	32	29	2	—
Total	5	5	42	50	61	54	2	—

NOTE: Grande Prairie was not included in the survey prior to January 1965.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER

—	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		QUEBEC-LEVIS ←	Calgary	
		ST. JOHN'S ←	Edmonton	
		VANCOUVER-NEW WESTMINSTER-MISSION CITY ←	Halifax	
			Hamilton ←	
			Montreal	
			Ottawa-Hull	
			Toronto	
			Windsor	
			Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)		BRANTFORD ←	Fort William-Port Arthur	
		CORNER BROOK ←	Guelph	
		CORNWALL ←	Kingston	
		GRANBY-FARNHAM COWANSVILLE ←	Kitchener	
		JOLIETTE ←	London	
		Lac St. Jean	Peterborough	
		Moncton	Saint John	
		NEW GLASGOW ←	Sarnia	
		NIAGARA ←	Sudbury	
		PENINSULA	Timmins-Kirkland-Lake-New Liskeard	
		Oshawa		
		ROUYN-VAL D'OR ←		
		Shawinigan		
		Sherbrooke		
		SYDNEY-SYDNEY MINES ←		
		TROIS RIVIERES ←		
		VICTORIA ←		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	RIVIERE DU LOUP ←	CHARLOTTETOWN ←	Barrie	
	THETFORD-LAC MEGANTIC-VILLE ST. GEORGES ←	PRINCE ALBERT ←	Brandon	
			Chatham	
			Lethbridge	
			Moose Jaw	
			North Battleford	
			Red Deer	
			Regina	
			Saskatoon	
			Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)	BATHURST ←		Beauharnois	Listowel
	GASPE ←	BRACEBRIDGE ←	Belleville-Trenton	Stratford
	ST. STEPHEN ←	BRIDGEWATER ←	Brampton	
		CAMPBELLTON ←	Central Vancouver Island	
		DAUPHIN ←	Chilliwack	
		DAWSON CREEK ←	Cranbrook	
		Drummondville	Drumheller	
		KAMLOOPS ←	Edmundston	
		MONTMAGNY ←	Fredericton	
		NEWCASTLE ←	Galt	
		OKANAGAN VALLEY ←	Goderich	
		PRINCE GEORGE-QUESNEL ←	Grand Falls	
		PRINCE RUPERT ←	Grande Prairie	
		Quebec North Shore	Kentville	
		Rimouski	Lachute-Ste. Therese	
		Ste. Agathe-St. Jerome	Lindsay	
		ST. JEAN ←	Medicine Hat	
		SOREL ←	North Bay	
		SUMMERSIDE ←	Owen Sound	
		TRURO ←	Pembroke	
		VICTORIAVILLE ←	Portage la Prairie	
		YARMOUTH ←	St. Hyacinthe	
			St. Thomas	
			Sault Ste. Marie	
			Simcoe	
			SWIFT CURRENT ←	
			Trail-Nelson	
			Valleyfield	
			WALKERTON ←	
			WEYBURN ←	
			Woodstock, N.B.	
			WOODSTOCK-TILLSONBURG ←	

→ The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 591 June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	Nov. 13	7,159	− 0.3	+ 2.8
Employed (000)	Nov. 13	6,939	− 1.0	+ 3.4
Agriculture (000)	Nov. 13	523	−17.3	−10.6
Non-agriculture (000)	Nov. 13	6,416	+ 0.6	+ 4.8
Paid workers (000)	Nov. 13	5,866	− 0.2	+ 4.9
At work 35 hours or more (000)	Nov. 13	4,857	+23.9	− 0.5
At work less than 35 hours (000)	Nov. 13	1,852	−35.2	+12.1
Employed but not at work (000)	Nov. 13	230	− 1.3	+31.4
Unemployed (000)	Nov. 13	220	+28.7	−14.4
Atlantic (000)	Nov. 13	29	+26.1	−25.7
Quebec (000)	Nov. 13	93	+24.0	− 4.1
Ontario (000)	Nov. 13	49	+32.4	−19.7
Prairie (000)	Nov. 13	24	+84.6	−27.3
Pacific (000)	Nov. 13	25	+ 8.7	− 7.4
Without work and seeking work (000)	Nov. 13	204	+26.7	−16.1
On temporary layoff up to 30 days (000)	Nov. 13	16	+16.0	+14.3
Industrial employment (1949=100)	September	143.8	− 0.1	+ 5.6
Manufacturing employment (1949=100)	September	132.6	+ 0.5	+ 5.0
Immigration	1st	62,898	—	+22.6
Destined to the labour force	6 months	32,434	—	+24.1
Strikes and Lockouts				
Strikes and lockouts	Nov.	78	−10.4	+36.8
No. of workers involved	Nov.	11,387	−29.2	−24.5
Duration in man days	Nov.	107,760	−33.3	+ 2.1
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	September	$92.29	+ 1.1	+ 4.9
Average hourly earnings (mfg.)	September	$ 2.13	+ 1.9	+ 4.9
Average hours worked per week (mfg.)	September	41.3	+ 0.5	− 1.0
Average weekly wages (mfg.)	September	$87.93	+ 2.2	+ 3.7
Consumer price index (1949=100)	November	140.2	+ 0.6	+ 3.2
Index numbers of weekly wages in 1949 dollars (1949=100)	September	151.3	+ 2.1	+ 1.0
Total labour income $000,000.	September	2,295	+ 2.7	+10.8
Industrial Production				
Total (average 1949=100)	October	242.6	+ 2.0	+ 9.5
Manufacturing	October	217.5	+ 3.0	+10.0
Durables	October	223.5	+ 4.8	+13.3
Non-durables	October	212.3	+ 1.4	+ 7.1
New Residential Construction (b)				
Starts	November	16,268	−19.9	+39.8
Completions	November	9,176	−16.0	−20.8
Under construction	November	98,895	+15.4	+ 7.8
ERRATA				
Strikes and Lockouts				
Strikes and lockouts	October	87	− 5.4	+45.0
No. of workers involved	October	16,080	−23.5	+51.8
Duration in man days	October	161,560	−25.2	+59.0

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During December 1965, January and February 1966

(except those under negotiation in November)

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Bell Telephone Co. of Canada, Que. & Ont.	Traffic Empl. Assn. (Ind.)
Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto. Wkrs. (AFL-CIO/CLC) (office empl.)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Textile, Drummondville, Magog, Montmorency & Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Hospitals (5), Arthabaska, Drummondville & Nicolet, Que.	Service Empl. Federation (CNTU)
Hospitals (7), Cap de la Madeleine, Grand'Mere, LaTuque, Shawinigan & Trois Rivieres, Que.	Service Empl. Federation (CNTU)
Hospitals (7), Granby, Sorel, St. Hyacinthe & Valleyfield, Que.	Service Empl. Federation (CNTU)
Hospitals (7), Lac Megantic, Magog, Sherbrooke & Windsor, Que.	Service Empl. Federation (CNTU)
Hospitals (11), Amos, Buckingham, Hull, LaSarre, Macamic, Maniwaki, Mont Laurier, Val d'Or, & Ville Marie, Que.	Service Empl. Federation (CNTU)
Hospitals (11), Chandler, Gaspe, Maria, Matane, Mont Joli, Montmagny, Notre Dame du Lac, Rimouski, Riviere du Loup & Ste. Anne des Monts, Que.	Service Empl. Federation (CNTU)
Hospitals (17), Cartierville, Joliette, Lachine, Montreal, Repentigny, Rosemount, St. Laurent, Verdun and Ville St. Michel, Que.	Service Empl. Federation (CNTU) (nurses)
Hospitals (19), Cartierville, Joliette, Lachine, Montreal, St. Jerome, Verdun & Ville St. Michel, Que.	Service Empl. Federation (CNTU)
Kelvinator of Canada, London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, London, Ont.	Northern Electric Empl. Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Port Weller Dry Docks, Port Weller, Ont.	Boilermakers (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)
Winnipeg Metro (Transit Dept.) Man.	Transit Union (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

Part II—Negotiations in Progress During November

(except those concluded in November)

Bargaining

Company and Location	Union
Air Canada, system-wide	Air Canada Sales Empl. Assn. (Ind.)
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Assn. des Marchands Detaillants, Quebec & vicinity, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Burnaby District, B.C.	Public Empl. (CLC) (foremen, inside & outside empl.)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Canada Iron Foundries, Three Rivers, Que.	Steelworkers (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
CNR, CPR & other railways	Non-operating Railway Unions
CNR, system-wide	Trainmen (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Marconi Salaried Empl. Assn. (Ind.)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Trenton, N.S.	Steelworkers (AFL CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Edmonton City, Alta.	Transit Union (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Hawker Siddeley Canada Ltd. (Orenda, Engineering & Vending Divs.), Malton, Ont.	Machinists (AFL-CIO/CLC)
Iron Ore Co. of Canada, Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Miner Rubber Co., Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Montreal Locomotive Works, Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Transit Union (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Shipping Federation of Canada, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	ILA (AFL-CIO/CLC)
Standard Tube & T. I., Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (caretakers)
Vancouver City, B.C.	Vancouver City Hall Empl. Assn. (Ind.) (inside empl.)
Vancouver City, B.C.	Vancouver Civic Empl. Union (Ind.) (outside empl.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que. & Welland, Ont.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)

Conciliation Officer

Babcock-Wilcox & Goldie-McGulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
CPA, system-wide	Machinists (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Hospitals (5), Alma, Chicoutimi, Dolbeau, Jonquiere & Roberval, Que.	Service Empl. Federation (CNTU)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	UE (Ind.)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)

Conciliation Board

Air Canada, system-wide	Air Line Pilots (Ind.)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Northern Electric, Bramalea, Ont.	UE (Ind.)

Post-Conciliation Bargaining

(No cases during November.)

Arbitration

Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)

Work Stoppage

(No cases during November.)

Part III—Settlements Reached During November

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Bell Telephone Co. of Canada, Que. & Ont.—Cdn. Telephone Empl. (Ind.) (clerical & associated empl.): 1-yr. agreement covering 9,460 empl.—starting rate increases ranging from $4.50 to $5.75 a wk. and top rate increases ranging from $3 to $3.75 a wk. eff. Dec. 5, 1965; 4th wk. of vacation for vacations taken from November to April extended to empl. with 15 or more yrs. of service (formerly for empl. with 20 yrs. of service); 4 wks. vacation after 25 yrs. of service; agreement to expire Nov. 30, 1966.

Bell Telephone Co. of Canada, Que. & Ont.—Cdn. Telephone Empl. (Ind.) (craft and services empl.): 1-yr. agreement covering 10,940 empl.—starting rate increases up to $4.50 a wk. and top rate increases ranging from $5.50 to $7.50 a wk. eff. Dec. 5, 1965; 4th wk. of vacation for vacations taken from November to April extended to empl. with 15 yrs. of service (formerly for empl. with 20 yrs. of service); 4 wks. vacation after 25 yrs. of service; agreement to expire Nov. 30, 1966.

Cdn. Western Natural Gas & Northwestern Utilities, Alta.—Natural Gas Empl. Welfare Assn. (Ind.) & Natural Gas Empl. Benefit Assn. (Ind.): 1-yr. agreement covering 1,000 empl.—general wage increases of 4% retroactive to Feb. 1, 1965 and 4% eff. Jan. 1, 1966; temporary empl. to receive 2 additional paid holidays making a total of 5; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rate for labourer Jan. 1, 1966 will be $2.22 an hr.; agreement to expire Dec. 31, 1966.

Calgary City, Alta.—Public Empl. (CLC) (outside empl.): 2-yr. agreement covering 1,200 empl.—general wage increases of 9¢ an hr. retroactive to Jan. 1, 1965 and 10¢ an hr. eff. Jan. 1, 1966; rate for labourer Jan. 1, 1966 will be $2.10 an hr.; agreement to expire Dec. 31, 1966.

Consumers' Gas, Metro Toronto & other centres, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 570 empl.—general wage increases of 6% in first yr. of agreement, 6% in second yr. and 6% in third yr.; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); contributory group life insurance to be $10,000 (formerly $5,000); rate for labourer becomes $2.45 an hr. in third yr.; agreement to expire July 7, 1968.

Council of Printing Industries, Toronto, Ont.—Typographical Union (AFL-CIO/CLC): 30-mo. agreement covering 1,200 empl.—wage increases of 12¢ an hr. eff. Nov. 12, 1965 and 12¢ an hr. eff. Dec. 5, 1966; 3 wks. vacation after 5 yrs. of service (at present after 6 yrs.) July 1, 1966; agreement to expire Nov. 30, 1967.

Dominion Electrohome Industries, Kitchener, Ont.—National Council of Cdn. Labour (Ind): 2-yr. agreement covering 1,250 empl.—hourly wage increases ranging from 9¢ to 11¢ for female empl. and from 10¢ to 27¢ for male empl.; ½-day paid holiday before New Year's making a total of 9; improvements in medical insurance plan; rate for janitor becomes $1.57 an hr.; agreement to expire Oct. 11, 1967.

Dryden Paper, Dryden, Ont.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 700 empl. wage increases of 15¢ an hr. eff. Jan. 1, 1966, 4% (minimum of 10¢ an hr.) eff. Oct. 1, 1966, 10¢ an hr. eff. July 1, 1967, 3½% (minimum of 10¢ an hr.) eff. April 1, 1968 and 2¢ an hr. eff. Sept. 1, 1968; additional wage increases of 5¢ an hr. eff. Jan. 1, 1966, 5¢ an hr. eff. Jan. 1, 1967 and 5¢ an hr. eff. Jan. 1, 1968 for continuous 7-day operations; 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1966 and 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) eff. Jan. 1, 1967; rate for labourer becomes $2.63 an hr. Sept. 1, 1968; agreement to expire Dec. 1, 1968.

Dupont of Canada, Shawinigan, Que.—Cellulose Wkrs. Assn. (Ind.): 2-yr. agreement covering 500 empl.—automatic rates adjustment, based on review of base labour rates paid in Shawinigan, Que. by Cdn. Carborundum, CIL and Shawinigan Chemicals, maintained; rate for labourer becomes $2,32 an hr.; agreement to expire Nov. 30, 1967.

Hotel Sheraton-Mt. Royal, Montreal, Que.—Hotel Empl. (AFL-CIO/CLC): 30-mo. agreement covering 650 empl.—wage increases varying from 2½¢ to 8½¢ an hr. eff. Dec. 1, 1965; health and medical plan improvements; agreement to expire May 31, 1968.

Kimberly-Clark Paper, Terrace Bay, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 8¢ an hr. retroactive to May 1, 1965, 5¢ an hr. eff. Dec. 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, 5¢ an hr. eff. Dec. 1, 1966, 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967, 5¢ an hr. eff. Dec. 1, 1967 and 3¢ an hr. eff. Jan. 1, 1968; rate for labourer becomes $2.63 an hr. Jan. 1, 1968; agreement to expire April 30, 1968.

Marathon Corp., Marathon, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 510 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 5¢ an hr. eff. Dec. 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, 5¢ an hr. eff. Dec. 1, 1966, 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967, 5¢ an hr. eff. Dec. 1, 1967 and 3¢ an hr. eff. Jan. 1, 1968; 4 wks. vacation after 20 yrs. of service (new provision); rate for labourer becomes $2.63 an hr. Jan. 1, 1968; agreement to expire April 30, 1968.

Price Bros. Dolbeau, Kenogami & Shipshaw, Que.—Bush Wkrs., Farmers' Union (Ind): 3-yr. agreement covering 1,080 empl.—increases of 35¢ a cord retroactive to April 16, 1965, 20¢ a cord eff. April 16, 1966 and 25¢ a cord eff. April 16, 1967 on piece-rates; wage increases ranging from 45¢ to 65¢ an hr. for salaried empl. over 3 yrs.; work wk. to be 50 hrs. over 5½ days (formerly 54 hrs.) in 1965 and 45 hrs. over 5 days eff. April 16, 1966; St. Jean Baptiste Day, Labour Day, Thanksgiving Day and Christmas Day to be paid holidays in 1965, New Year's Day in 1966 and Good Friday in 1967 making a total of 6 paid holidays; Christmas Eve and New Year's Eve to be unpaid holidays; 2 wks. vacation with 4% vacation pay after 3 seasons, 3 wks. vacation with 6% vacation pay after 8 seasons; compulsory union membership to be a condition of employment; minimum call in pay to be 2 hrs.; empl. in training to receive $20 a day; rate for labourer will be $1.78 an hr. April 16, 1967; agreement to expire April 16, 1968.

Saskatchewan Government Telephones—Communications Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 2,040 empl.—general wage increases of 3% (minimum of $2.25 per wk.) retroactive to Oct. 1, 1965 and of 3% eff. Oct. 1, 1966; additional wage adjustments for craftsmen; shift period terminating after 10 p.m. for operators (formerly 6½ hrs.) to be reduced to 6 hrs.; rate for labourer becomes $1.78 an hr. Oct. 1, 1966; agreement to expire Sept. 30, 1967.

Saskatchewan Power Corp.—Oil Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 2,200 empl.—general wage increase of 3% retroactive to June 1, 1965; additional classification adjustments; $1 per day increase in weekend stand-by pay; rate for labourer becomes $1.67 an hr.; agreement to expire May 31, 1966.

Winnipeg City, Man.—Public Empl. (CLC): 2-yr. agreement covering 2,550 empl.—general wage increases of 5% retroactive to April 1, 1965 and 5% eff. April 1, 1966; night shift premium for shift starting at 4 p.m. to be 13¢ an hr. (formerly 10¢); rate for labourer will be $2.03 an hr. April 1, 1966; agreement to expire March 31, 1967.

Restrictions on the Older American Worker

The third in a four-part series based on a U.S. Department of Labor report on discrimination against older workers

The last two monthly articles on this page have dealt with age discrimination, educational levels of older workers, and the effects of the pace of technological change on their employment, as revealed by the U.S. Secretary of Labor's Report to Congress on the older American worker.

The American studies also examined institutional arrangements that indirectly restrict the employment of older workers. These are the subject of this month's page. While these studies pertain to the situation in the U. S. A., they are likely to have similar application in Canada.

The Report states that a broad range of personnel programs and practices affect the employment of the older worker, although they were not developed for this purpose.

A U.S. Employment Service survey made in 1965 found that hiring policies were preponderantly set by central managements, including personnel officials. Yet in only one case in six was a positive non-discriminatory policy reported with respect to age. The practice of generalizing personnel hiring policy by arbitrary rules which ignore individual differences is itself a factor that deprives companies of talent and qualified workers of opportunity.

The Report points out that promotion-from-within policies, accepted as desirable by management and worker alike, very often restrict hiring from outside the firm to lower wage entry levels, traditionally regarded as more suitable for younger workers. Staffing to assure the "age balance" of the work force, or continuity of operation by advance designation of successors, can also restrict recruitment to low-level jobs and younger workers.

It was explained that starting the older worker at a low-level job involves not only age balance, but questions of pay. For the experienced worker, an entry job frequently means a reduction in earnings level. Resistance to such cuts in earnings has been found to limit re-employment opportunities in several case studies of displaced workers.

Some refusals to hire older workers were explained on this basis by employers cooperating in the 1965 U. S. Employment Service study; in other cases, employers were reluctant to offer jobs at pay levels they regarded as appropriate for younger workers. Employers also expressed the view that younger workers could in general be employed at lesser rates of pay.

Another institutional arrangement which can indirectly restrict the employment of older workers is seniority systems. The Report states that seniority systems which generally protect older workers in their jobs—because of longer service, not age as such—sometimes operate to impede the employment of other older workers who have long industrial service, but are without recall rights in particular seniority units.

The explanation is that where seniority units for layoff purposes are narrow, they may result in layoffs of workers who have longer service than workers who are retained in other seniority units. While older workers are being laid off in one seniority unit, new workers may—under some collective bargaining agreements—be hired in another.

Referring to the effects of pension, health and insurance plans, the Report explains that, although such plans have improved the situation of employed workers, they have also adversely affected the hiring of unemployed older workers. It points out that, because the variety of these plans is paralleled by variety in their costs, workers hired in their late 40's will pay about $80 a year more for the same coverage than those hired in their late 20's.

This does not necessarily mean that overall costs increase when firms follow policies of hiring older workers. Where vesting of employee pension credits is provided, the differential costs are smaller. Moreover, where benefit formulas are based largely on highest earnings or earnings during the last few years of service, the ultimate pension costs could be greater for newly hired young employees than for older ones.

It is to be hoped that in Canada the deterrent effect of pension plans on the employment of older workers will be mitigated by the portability provisions of the Canada Pension Plan which goes into effect in 1966.

Next month's article will describe the conclusions of the U.S. Secretary of Labor's Report and its recommendations for action to eliminate arbitrary age discrimination in employment, and to adjust institutional arrangements which work to the disadvantage of older workers.

Women's Bureau

School for Women Executives*

Annual Arts of Management Conference, held in Toronto and sponsored by local Business and Professional Women's Club, attended by women in managerial posts from across Canada

In their search for executive talent, business and industry are tentatively turning toward a hitherto almost untapped source: the female employee. The promotion of women to managerial positions is far from being a stampede—yet. But the very fact that the Toronto Business and Professional Women's Club this spring sponsored its fourth annual Arts of Management Conference, and that close to 40 employers paid out $275 each to have women on their staff attend, is proof of a developing trend.

Delegates came from as far east as Fredericton and as far west as Winnipeg, and carried such impressive titles as comptroller, credit officer, financial analyst, personnel officer, chief librarian. They were uniformly enthusiastic about the week-long course which featured everything from production planning and marketing to "the art to differ objectively." As one Simpsons-Sears buyer and area manager put it, "The conference gave us just enough to make us hungry: I have a reading list a page long." What was the main benefit she had derived from the conference? "It pointed out my own weaknesses; now I can go and do something about them."

As for the employers, some of whom were guests at the closing session, they were confident that their money had been well spent. The T. Eaton Company, for instance, says staff development manager C. Loyst, has a vested interest in promoting to managerial positions at least some of the women who constitute 80 per cent of the staff.

Best results in the company's management training program have been achieved with women in the 30-40 age bracket, who do not use their jobs as a stop-gap between college and marriage.

Eaton's had two employees attend the conference, primarily for the sake of exposing them to a broad range of administrative skills and helping them evaluate their preconceived notions; but a valuable fringe benefit is the self-assurance which such a seminar generates in the delegates. Though the Arts of Management Conference was billed as a straight course for executives whose womanhood was purely incidental, coffee break talk still revealed that delegates were very much preoccupied with their minority position in the male world of business.

A stunning finance officer, who was hired for her fairly senior position on the basis of her educational qualifications (two years' graduate work in economics and political science) in straight competition with male candidates, feels that the civil service may be a little prone to tokenism (hiring one woman in each department to prove absence of prejudice) but that, on the whole, governments are probably more progressive in their attitude to women than business and industry.

Welfare and public health agencies were well represented, but department stores seem to confine their use of women executives mainly to those jobs which would require a considerable stretch of the imagination on the part of the average male. Even so, Eaton's waited until early this year before appointing a woman as divisional merchandiser of foundation garments and lingerie.

As for the rest of private business and industry, their representation at the conference was very slim indeed. And this may well be a pity from industry's point of view; for when the delegates to the Arts and Management Conference spent one afternoon playing an IBM business game, one group of ladies managed the simulated company so well that they ended up with a profit of $3 million. Even male executives could do a lot worse.

* An article by Sonja Sinclair, published in Canadian Business, July 1965, and reprinted by permission of the author and the publisher.

New ICFTU pamphlet

The International Confederation of Free Trade Unions has issued a pamphlet, "A Programme for Working Women," which explains its action in favour of women workers, and particularly its fight for their economic, political and social rights. The pamphlet reviews specific problems facing women workers in both the developing and the developed countries. It describes solutions proposed by the free trade union movement and by the ICFTU Women's Committee in the fields of equality of wages, employment of married women, maternity protection, vocational training and general education. An appendix to the pamphlet contains the text of the "Charter for Working Women" adopted by the 8th ICFTU World Congress, held in Amsterdam in July 1965.

The pamphlet may be obtained from the International Labour Affairs Department, Canadian Labour Congress, 100 Argyle Avenue, Ottawa 4, price 15 cents, (subject to change).

ILO Conference Will Likely Study Working Conditions of Fishermen

Proposed new international standards on crew accommodation, vocational training and certificates of competency among conclusions adopted at the Preparatory Technical Conference

The location, means of access, structure, and arrangement of crew accommodation in relation to other space on board ship must ensure adequate security, protection against weather and sea, and insulation from heat or cold, undue noise, and odours from other parts of the vessel.

This provision is contained in the conclusions adopted by an ILO Preparatory Technical Conference that ended in Geneva in October. Other conclusions were adopted also on the questions of vocational training and certificates of competency.

To be the basis for proposed international labour instruments, these conclusions will likely be submitted to the 50th session of the International Labour Conference in June 1966.

Principal Producer of Food

Abbas Ammar, Deputy Director-General of the ILO, emphasized the importance of the fishing industry which, he said, had in recent years assumed great and growing importance as a principal producer of food for the rapidly-growing population of the world.

He also asserted the need for more international minimum standards in the industry because of: (1) technical and scientific developments now taking place; (2) fundamental changes in fishermen's conditions of work; and (3) the skill and training needed to enable them to handle the complex electronic equipment and highly mechanized fishing gear now being installed in fishing vessels.

Captain J. G. Hutchison, Chief, Protection Branch, Conservation and Development Service, Department of Fisheries of Canada, was unanimously elected chairman of the conference.

Attending were government, employer and worker delegates from 17 countries, and representatives of the United Nations Food and Agriculture Organization and the Inter-Governmental Maritime Consultative Organizations, as well as representatives of various non-governmental international organizations. Poland and Denmark also sent observers.

Canadian Delegation

The Canadian delegation consisted of:

Government Delegation—Head of Delegation and Government Delegate was Captain Hutchison; Government Advisers—J. A. Beesley, First Secretary, Permanent Mission of Canada to the European Office of the United Nations; M. R. Pelletier, Third Secretary and Vice Consul, Permanent Mission of Canada to the European Office of the United Nations; and Jacques Simard, Training Consultant for Primary Industries, Technical and Vocational Training Branch, Department of Labour, Ottawa.

Employer Delegate was R. G. Smith, President and General Manager, National Sea Products, Halifax.

Worker Delegate was Henry Harm, Regional Director of Organization for the Atlantic Provinces, Canadian Labour Congress.

Dr. W. F. Hampton, President, College of Fisheries, Department of Fisheries, St. John's, Nfld., was the provincial representative accompanying the delegation.

ILO Membership Reaches 115

The number of ILO member states has risen to 115 with the admission of Zambia, Malta, Malawi, Yemen and Singapore. The last four joined this year. Zambia became a member in December 1964.

A Workers' Education Manual

A new illustrated volume in the series of Workers' Education Manuals entitled "Labour Faces The New Age" provides basic information on the origins, structure and work of the International Labour Organization, together with detailed examples of some of its work toward improving conditions of labour and life through international action.

The first part outlines the historical background and the movement of ideas since the Industrial Revolution toward the modern concept of social justice. Two chapters bring out the salient features of the impact of the industrial and scientific revolutions on labour and social conditions.

In the second part, three chapters describe the working of the International Labour Conference, the Governing Body and the International Labour Office. A fourth chapter is devoted to the international labour standards

(*Continued on page 1202*)

TEAMWORK in INDUSTRY

The Labour-Management Co-operation Service registered its 2,000-plus labour-management committee during 1965, according to K.P. DeWitt, LMCS Chief. In a year-end review for Teamwork readers, Mr. DeWitt pointed out some of the highlights of the year's activities. These included:

—more training and upgrading programs started in industries and business;

—ways and means established to carry over private pension plans and seniority rights when it becomes necessary to transfer personnel from one division or plant of a company to another;

—problems resolved relating to the integration of private and government pension plans;

—better-quality products and methods of production have become synonymous with job security and new opportunities for the workers as well as expansion for the companies, and further economic stability for Canada.

Mr. DeWitt noted: "These committee accomplishments of 1965 are tangible and direct evidence that, when labour and management are determined to operate their joint consultation process with understanding, commitment, acceptance and involvement, beneficial results for both parties are inevitable."

* * *

Manitoba's soft goods industry has benefited considerably from the provincial-federal in-plant training agreement.

Greb Industries Ltd., shoe manufacturers in Winnipeg, have found this in-plant training program the answer to a critical labour shortage.

Earlier this year Greb desperately needed hand-sewers for a type of mocassin shoe. Noting the success of in-plant training in other segments of the industry, Greb asked Manitoba's Department of Industry and Commerce for assistance. The company's application went before the Provincial Co-ordinating Committee, made up of representatives from Industry and Commerce, Department of Labour, Department of Education, and the federal National Employment Service. Once approved, the provincial Department of Education requested assistance from the Federal Department of Labour's Technical and Vocational Training (TVT) Branch.

Greb was now ready to start its training program with the provincial and federal governments sharing the cost of the instructor on a 50-50 basis. As with most companies, Greb loaned the instructor from its own staff.

Most of the trainees were recommended by the NES and all received a basic "training allowance" of 75 cents per hour, of which the company paid one half while the two governments equally shared the remaining 50 per cent. To encourage a higher grade of applicants, Greb added further to the training allowance so that its male trainees received $1.15 an hour and its female trainees 90 cents.

The training took place right in the factory, hence the name "in-plant training," with trainees who had formerly been bricklayers, farmers, carpenters, labourers, mechanics, waiters, and housewives.

The hand-sewers course was of eight weeks' duration, but it actually took another four to six weeks for the workers to increase their production and quality. From then on they were earning an average $90 per week.

Greb, like most other Manitoba soft goods industries, has since initiated other courses teaching all facets of the trade. In these courses, the trainees learn the four basic sections of shoe making: assemble, tack up, last up, sew. When their eight-week course is finished, the trainees are then assigned to the department where they showed the greatest efficiency.

Greb has had a labour-management committee since 1960.

According to N.J. Panchysak, Supervisor of In-Plant Training, Vocational Branch, Manitoba Department of Education, more than 80 per cent of the graduated trainees stay with their training company. So far, more than 1,000 persons have been trained within the soft goods industry.

Pointing out the revolving benefits from in-plant training, he stated: "These people have learned a new skill. They are now productive workers. The company benefits by turning out more products. The employee, because of his skill, has increased buying power which benefits the economy as a whole. So in-plant training turns out to be a sound investment for everyone."

The plan has attracted considerable interest in other Manitoba industries which are watching the soft goods industry's progress with much interest.

Establishment of Labour Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during October. The Board granted six applications for certification, ordered one representation vote and rejected one application for certification. It also denied one request under Section 61(2) of the Act for review of an earlier decision. During the month the Board received 23 applications for certification and allowed the withdrawal of six applications.

Applications for Certification Granted

1. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of locomotive engineers employed by Toronto, Hamilton and Buffalo Railway Co., Hamilton, Ont. (L.G., Nov., p. 1073). The Brotherhood of Locomotive Engineers had intervened.

2. Building Service Employees' Union, Local 298 on behalf of a unit of cleaning employees of Les Services Menagers Roy Limitée, Montreal, Que., servicing the C.B.C. Building, Montreal. (L.G., Oct., p. 931).

3. United Steelworkers of America on behalf of a unit of missile research employees employed by Pan American World Airways Inc., at Fort Churchill, Man. (L.G., Oct., p. 931).

4. United Packinghouse, Food and Allied Workers on behalf of a unit of office employees employed by Robin Hood Flour Mills Limited, at their Humberstone Plant, Port Colborne, Ont. (L.G., Nov., p. 1075).

5. Commercial Telegraphers' Union, Canadian National System, Division No. 43, on behalf of a unit of toll operators employed in Canada by the Canadian National Railway Company, Telecommunications Department. (L.G., Nov., p. 1075).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands employed by Coast Marine Towing and Salvage Ltd., West Vancouver, B. C. (L.G., Nov., p. 1075).

Representation Vote Ordered

Syndicat National des Employés de Rod Service (C.N.T.U.), applicant, Rod Service Ltée—Ltd., Montreal, Que., respondent, and L'Association des Employés de Rod Service Ltée, intervener (Royal Mail pick up and delivery). The Board directed that the names of the applicant and the intervener appear on the ballot. (L.G., Nov., p. 1075).

Applications for Certification Rejected

Chauffeurs, Teamsters and Helpers, Local Union No. 395 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Comet Transport Limited, Winnipeg, Man., respondent. The application was rejected in respect to the employees classified as switch tractor driver, trailer mechanic, yardman and dockman for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote ordered by the Board; and also as to the highway-driver group on the grounds that, by reason of the change in the company's working system, there were no longer any highway drivers in the employ of the company, nor was there any apparent prospect thereof. (L.G., Aug., p. 732).

Requests for Review under Section 61(2)

The Board refused a request by Alfred J. K. Penz, *et al*, for a review of the Board's decision (L.G., Nov., p. 1076) rejecting their application for revocation of certification affecting them as applicants, British Columbia Television Broadcasting System Ltd. (formerly Vantel Broadcasting Co. Ltd.), respondent; and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent.

Applications for Certification Received

1. Oil, Chemical and Atomic Workers International Union, (Local 9-14) on behalf of a unit of janitresses and janitors employed by Polymer Corporation Limited, Sarnia, Ont. (Investigating Officer: S. Emmerson) (See item 2, Applications for Certification Withdrawn, below).

2. Union of Employees of Delson Transport on behalf of a unit of employees of Delson Transport Limited, Delson, Que. (Investigating Officer: R. L. Fournier).

3. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Canadian Tugboat Company Limited,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Vancouver, B.C. (Investigating Officer: J. D. Meredith).

4. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by C.H. Cates & Sons Ltd., North Vancouver, B.C. (Investigating Officer: J. D. Meredith).

5. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Deeks-McBride Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

6. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Great West Towing & Salvage Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

7. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Kingcome Navigation Company Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

8. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by McKenzie Barge & Derrick Co. Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith). (See item 5, Applications for Certification Withdrawn, below).

9. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Ocean Cement Limited, New Westminster, B.C. (Investigating Officer: J. D. Meredith).

10. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Rivtow Marine Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith). (See item 6, Applications for Certification Withdrawn, below).

11. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Vancouver Tug Boat Co. Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

12. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of truck drivers, helpers and labourers employed by Inter-City Transport Ltée., Trois-Rivieres, Que. (Investigating Officer: R. L. Fournier).

13. United Packinghouse, Food and Allied Workers, on behalf of a unit of employees of

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Super Sweet Formula Feeds division of Robin Hood Flour Mills Limited, Milton, Ont. (Investigating Officer: S. Emmerson). (See item 4, Applications for Certification Withdrawn, below).

14. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Ontario Northland Railway, North Bay, Ont. (Investigating Officer: S. Emmerson).

15. General Truck Drivers' Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of Royal Mail drivers employed by Leather Cartage Limited, Hamilton, Ont. (Investigating Officer: S. Emmerson).

16. Canadian Merchant Service Guild, Eastern Branch, on behalf of a unit of licensed engineers employed on vessels operated by Upper Lakes Shipping Ltd. and Trans-Lake Shipping Ltd., Toronto, Ont. (Investigating Officer: S. Emmerson).

17. Canadian Air Line Pilots Association on behalf of a unit of pilots employed by Trans-Air Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

18. Amalgamated Transit Union, Division 1374, on behalf of a unit of employees of Canadian Coachways Ltd., Edmonton, Alta. (Investigating Officer: J. D. Meredith).

19. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed employees of Imperial Oil Limited, Vancouver, B.C., employed aboard the tankers *Imperial Vancouver* and *Imperial Nanaimo*. (Investigating Officer: J. D. Meredith).

20. International Longshoremen's Association, Local 1923, on behalf of a unit of longshoremen employed at Sault Ste. Marie by Canada Steamship Lines Limited of Montreal, Que. (Investigating Officer: S. Emmerson).

21. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of North Canada Air Limited, Prince Albert, Sask. (Investigating Officer: C. Arthur Frey).

22. General Drivers, Warehousemen and Helpers Local Union 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by M & P Transport Ltd. of Edmonton, Alta. at its Winnipeg Terminal. (Investigating Officer: C. Arthur Frey).

23. National Harbours Board Group, Quebec, Que., Civil Service Association of Canada, on behalf of a unit of salaried personnel employed by the National Harbours Board, Quebec, Que. (Investigating Officer: R. L. Fournier).

Applications for Certification Withdrawn

1. Oil, Chemical and Atomic Workers International Union (Local 9-14), applicant, and Polymer Corporation Limited, Sarnia, Ont., respondent (L.G., Nov., p. 1075).

2. Oil, Chemical and Atomic Workers International Union, (Local 9-14), applicant, and Polymer Corporation Limited, Sarnia, Ont., respondent (See item 1, Applications for Certification Received, above).

3. Amalgamated Transit Union, Division 1374, applicant, and Canadian Coachways, Ltd., Edmonton, Alta., respondent, (L.G., Nov., p. 1075) (for subsequent application see item 18, Applications for Certification Received, above).

4. United Packinghouse, Food and Allied Workers, applicant, and Super Sweet Formula Feeds division of Robin Hood Flour Mills Limited, Milton, Ont., respondent (See item 14, Applications for Certification Received, above).

5. Canadian Merchant Service Guild, applicant, and McKenzie Barge & Derrick Co. Ltd., Vancouver, B.C., respondent (See item 8, Applications for Certification Received, above).

6. Canadian Merchant Service Guild, applicant, and Rivtow Marine Ltd., Vancouver, B.C., respondent (See item 10, Applications for Certification Received, above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During October, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. United Grain Growers Ltd.; Saskatchewan Wheat Pool; Burrard Terminals Limited; and Pacific Elevators Limited, Vancouver, B.C., and Local 882 of the International Union of Operating Engineers (Conciliation Officer: D. S. Tysoe).

2. Air Canada, Montreal and Canadian Air Line Pilots Association (Conciliation Officer: C. E. Poirier).

3. British Columbia Television Broadcasting System Ltd. (CHAN-TV) and National Association of Broadcast Employees and

Technicians (Conciliation Officer: D. S. Tysoe).

4. British Columbia Television Broadcasting System Ltd. (CHAN-TV) and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. S. Tysoe).

5. Ottawa Valley Television Company Limited (CHOV-TV, Pembroke) and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

6. Consolidated Mining and Smelting Company of Canada Limited (Pine Point Property) and Yellowknife Miners' Union, Local 802 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

7. Denison Mines Limited, Elliot Lake, Ont. and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae).

8. Northern Dock and Warehouse Co. Ltd., Kitimat, B.C. and United Steelworkers of America (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Robin Hood Flour Mills Limited (plant employees) Humberstone Plant, and Local 416 of the United Packinghouse Food and Allied Workers (Conciliation Officer: T. B. McRae) (L.G., Nov., p. 1079).

2. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont. and Local 5980 of the United Steelworkers of America (Office and Technical Workers) (Conciliation Officer: T. B. McRae) (L.G., Aug., p. 735).

Conciliation Boards Appointed

1. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (L.G., Oct. p. 932).

2. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Locals 879, 880, 938, 141 and 91 of the International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America (freight agreement) (L.G., Nov., p. 1079).

3. Air Canada, Montreal, and Canadian Air Line Pilots Association (see Conciliation Officers appointed, above).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America (L.G., Nov., p. 1080) was fully constituted in October with the appointment of E. A. Alexander, Q.C. of Vancouver, as Chairman. Mr. Alexander was appointed by the Minister on the joint recommendation of the other two members of the Board, John G. Alley and E. M. Lawson, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian Lake Carriers Negotiating Committee and Canadian Merchant Service Guild, Inc. (L.G., Nov., p. 1080) was fully constituted in October with the appointment of Trevor R. Smith of Toronto, as Chairman. Mr. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Ross Drouin, Q.C., Quebec City and Henry G. Rhodes of Ottawa, who were previously appointed on the nomination of the companies and the union, respectively.

Settlements Reached after Board Procedure

1. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and the United Steelworkers of America (L.G., Nov., p. 1080).

2. Canadian National Railways and Canadian National Railways Police Association (L.G., Feb., p. 139).

Strike Settled by Department Officers

The Cumberland Railway Company (Sydney and Louisburg Division) and Brotherhood of Railroad Trainmen (L.G., Nov., p. 1080). A stoppage of work had occurred on September 19 and following a settlement of the matters in dispute, the employees resumed work on October 4.

Report of Board in Dispute between

Canadian National Hotels, Limited (Chateau Laurier)

and

Canadian Brotherhood of Railway, Transport and General Workers

The Board of Conciliation consisting of J.W. Healy, Q.C., Company Nominee; F.K. Eady, Union Nominee, and W.H. Dickie, Chairman met with the parties in Ottawa on August 18, 19 and September 3, 1965.

The Company was represented by N.A. McLean, Labour Relations Assistant; M.F. Cranston, Manager, Chateau Laurier; B. Turner, Labour Relations Supervisor; L. Monfils, Assistant Manager, Personnel; H. Abbott, Assistant Manager, Labour Relations; J.W.G. Macdougall, Q.C., General Solicitor, CNR; G.J. Trainer, General Manager, Hotels.

Appearing for the Union were: William J. Smith, National President; L. St. Pierre, Local Chairman; A.B. Carew, Assistant Director of Research; M.K. Carson, Director, Organizing and Servicing; G. Danis, President of Local; James Grealey, General Chairman.

We are pleased to report that on September 3 a Memorandum of Agreement was reached, the details of which are:

MEMORANDUM OF AGREEMENT

between Canadian National Railways, Hotel Department, Chateau Laurier Hotel

and

the Canadian Brotherhood of Railway Transport and General Workers

It is agreed, subject to ratification:

1. *Rates of Pay*

(a) Effective March 1, 1965 all existing basic rates of pay shall be increased by five cents an hour.

(b) Effective July 1, 1965 all classifications receiving a rate, which, added to the value agreed upon for room and/or meals, is less than $1.25 will be increased to $1.25.

(c) Effective March 1, 1966 all classifications, which to that date have not received a 10 cents an hour increase, shall receive five cents an hour or less, bringing the total hourly wage increase to 10 cents.

(d) Effective March 1, 1967 all classifications, which to that date have not received a 15 cents an hour increase, shall receive five cents an hour or less, bringing the total hourly wage increase to 15 cents.

2. *Meals and Lodging*

The value of meals and lodging referred to in the wage scale shall be assessed on the following basis: Each meal, four cents an hour; Room and meals, 16 cents an hour.

3. *Statutory Holidays*

It is agreed to grant one additional statutory holiday.

4. *Annual Vacations*

It is agreed to grant two weeks annual vacation after one year.

5. *Hours of Service*

(a) Effective October 1, 1965 all employees required to work a two or three tour split shift, shall be compensated by means of a split shift differential, amounting to 50 cents a day.

(b) Article 6.3 of the Collective Agreement shall be amended to read:

> when conditions warrant, split shift assignments may be established where work is intermittent: i.e., having periods of more than one hour during a normal assignment when service would not be required. This rule may be applied only to staffs of the Chef's Department, Steward's Department, Food and Beverage Service Department, Front Office and Clerical Staff, and Bellman's Department.

(c) Article 6.6 of the Collective Agreement to be deleted in its entirety.

6. *Part-time Employees*

Article 9, "Part-time Employees" to be deleted in its entirety.

7. The Company will "buy Back" meals from employees now entitled to them with the exception of employees in Group 4—Chef's Department—and female employees in the Housekeeper's Department who occupy lodging in the hotel, at the values specified in item 2. The Company also will establish a staff

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During October, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels, Limited (Chateau Laurier Hotel, Ottawa) and the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy, Q.C. of Toronto and F. K. Eady of Ottawa, nominees of the company and union, respectively.

The Board report incorporates a Memorandum of Agreement that was subsequently ratified by both parties in full settlement of the matters in dispute.

The report is reproduced here.

91943—5

cafeteria type service, where all employees may purchase meals. This service will be in operation on or before January 1, 1966.

8. *Coverage*

Employees who were in the service of the Chateau Laurier Hotel on March 1, 1965, or who were employed subsequent thereto, shall, providing they have not been dismissed from the service or left the service of their own accord prior to the date of this signing of this Agreement, be entitled to any amount of increased compensation that may be due them for time worked subsequent to February 28, 1965.

9. *Duration of Agreement*

This Agreement supersedes all rules governing working conditions, understandings and interpretations previously in effect and is in full settlement of all the requests served on the Company by the Brotherhood on or about January 5, 1965.

9. This Agreement shall become effective March 1, 1965, and shall remain in full force and effect to and including February 29, 1968, and thereafter, subject to 120 days' notice in writing from either party, thereto, of its desire to revise, amend or terminate it, which notice may be served any time subsequent to November 1, 1967.

Signed at Ottawa, Ontario, this 5th day of September, 1965.

For Canadian National Railways, Hotel Department:

M. F. Cranston, S. Chambers.

For the Canadian Brotherhood of Railway, Transport and General Workers:

L. St. Pierre, J. R. Grealy.

All this respectfully submitted this 11th day of September, 1965 at Toronto, Ontario.

(*Sgd*) W. H. Dickie,
Chairman.

Labour Standards (*Continued from page 1184*)

Ontario Human Rights Code

Amendments to the Ontario Human Rights Code extended the coverage of the legislation and strengthened the fair accommodation practices provisions.

When introducing the amendments, the Minister of Labour said that a number of factors had been taken into consideration. The case load of the Human Rights Commission was analysed in order to pinpoint problem areas. Human rights legislation in six other provinces was studied, as well as the legislative provisions of 26 human rights commissions in the United States. In addition, the viewpoints of a major community deputation, consisting of representatives of religious and community welfare groups, and ethnic and labour groups, were received and their recommendations were given careful consideration.

In amending the Act, the prohibition against discrimination in connection with the occupancy of an apartment in any building containing more than six self-contained apartments, was extended to buildings with more than three self-contained dwelling units.

Discrimination in connection with the occupancy of any commercial unit on grounds of race, creed, colour, nationality, ancestry or place of origin was also prohibited. The Minister said this amendment would give the small businessman the type of protection against unjust interference with his livelihood that previously applied in the case of an employee.

The section prohibiting discrimination in public places was also amended to cover situations where, for example, one party to an inter-racial marriage is denied accommodation in a place to which the public is customarily admitted because of the race of the other party to the marriage.

Another amendment made the Code applicable to the Crown and its agencies, subject to the requirements of the Public Officers Act. The Minister said that it had always been the policy of the Government that its own employment practices should follow the spirit of the Code and this amendment would formalize this policy beyond any question.

Education Manual (*Continued from page 1195*)

(Conventions and Recommendations) formulated by the Organization and together making up what is commonly known as the International Labour Code.

The third part of the manual illustrates the work of the ILO by selecting some of its many activities for descriptive treatment: study of the social consequences of technological developments; technical co-operation with developing countries (in collaboration with other agencies of the United Nations family); the improvement of standards relating to seafarers and river boatmen; assistance to co-operative movements; the program to integrate the Andean Indians; and the program for assisting workers' education.

The publication is available from the Queen's Printer, Ottawa, and from the International Labour Office (Canada Branch), 202 Queen Street, Ottawa, at 75¢ a copy.

Legal Decisions Affecting Labour

B.C. Court of Appeal upholds the quashing of Labour Relations Board's order. Quebec court upholds writ of certiorari

In British Columbia, the Court of Appeal upheld the judgment of the B.C. Supreme Court and ruled that the general powers of the Labour Relations Board under Section 65(3) of the Labour Relations Act to vary or cancel any decision or order could not be used to substitute a different employer for one originally named in a certification order and in cease and desist orders. The Court held that the general powers under Section 65(3) could not supersede the specific powers and procedures that the Board is required to use under Sections 10 and 12 in case of certification and under Section 7 in case of unfair labour practices.

In Quebec, the two judges of the Court of Queen's Bench dismissed a petition presented by the Labour Relations Board under Section 122 of the Quebec Labour Code to annul summarily a writ of *certiorari* issued by the Superior Court cancelling a certification order on the ground of excess of jurisdiction on the part of the Board. The two judges held that their power under Section 122 should be exercised sparingly and, unless it is clear that there was no excess of jurisdiction on the part of the Board, the writ of *certiorari* should be upheld.

British Columbia Court of Appeal . . .

. . . upholds quashing Labour Relations Board's orders on grounds of excess of jurisdiction

On March 23, 1965, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Sullivan of the British Columbia Supreme Court, who, in *certiorari* proceedings, quashed four orders made by the Labour Relations Board (L.G. 1964, p. 499). The Court of Appeal held that the power conferred upon the Board by Section 65(3) of the B.C. Labour Relations Act to vary or cancel any decision or order, could not be properly invoked to substitute a different employer for the one originally named in a certification order and, similarly, to substitute a different employer in certain unfair labour practice orders, particularly when the substituted employer, although a corporation under the same ownership and management as the employer originally named in the orders (which went into voluntary liquidation after the orders were made), was not a successor employer and there was no suggestion of any sale, lease or transfer to it of any business or property.

The circumstances of the dispute, as referred to by Mr. Justice Sheppard in his reasons for judgment, were:

On October 16, 1962, Local 468 of the Bakery and Confectionery Workers' International Union of America was certified by the B.C. Labour Relations Board as a bargaining agent of Clancy's Pastries Limited, which although a separate and distinctive corporate entity, was one of the associated companies through which a parent company, White Lunch Limited, had been operating a restaurant business in and about the City of Vancouver.

On November 8, 1962, the Board issued three orders to Clancy's under unfair labour practices provisions of the Act to cease coercion and intimidation and to reinstate two named employees with compensation for lost wages.

On November 24, 1962, the shareholders of Clancy's passed a special resolution for voluntary winding up of that company and named a liquidator to distribute the company's assets among creditors and shareholders.

On February 13, 1963, the Board made four orders whereby the Board amended the certificate of October 16, 1962 by striking out Clancy's and substituting White Lunch Limited, and amended the three orders of November 8, 1962 by striking out Clancy's and substituting White Lunch Limited.

These orders of February 13, 1963, while purporting to "vary" the previous orders by substituting White Lunch Limited for Clancy's, did in substance respectively order:

(1) that White Lunch Limited cease coercion and intimidation, but that had occurred before February 13, 1963, by Clancy's Limited;

(2) that White Lunch reinstate Nielsen and pay his lost wages, and

(3) that White Lunch reinstate Salmi and pay his lost wages, but these discharges or lay-offs were made by Clancy's and liabilities for wages had been incurred by Clancy's before February 13, 1963, and had been so found by the Board.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

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These orders of February 13, 1963, were made under Section 65(3) of the Labour Relations Act, which subsection reads as follows:

> 65(3) The Board may, upon the petition of any employer, employers' organization, trade union, or other person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or cancel any such decision or order, and for the purposes of the Act the certification of a trade union is a decision of the Board.

On the application for *certiorari*, Mr. Justice Sullivan quashed the orders of February 13, 1963, and from that judgment Local 468 had appealed.

On appeal, the issue before the Court was whether these four orders of the Board of February 13, 1963 were within the power to "vary" under Section 65(3).

In the opinion of Mr. Justice Sheppard, the order of February 13, 1963, amending the certification order of October 16, 1962, did not fall within the power to "vary" in Section 65(3). Section 65(3) must be read with the other sections of the statute, and it would be just as improper to give such an extended meaning to "vary" in Section 65(3) as would annul the other sections of the statute as it would be to give the other sections an extended meaning that would annul the Board's power to "vary" under Section 65(3).

The order of February 13, 1963 purporting to amend the certification by striking out Clancy's and substituting White Lunch Limited, was in substance the certification of a trade union and was, therefore, within Sections 10 and 12 of the Act. As the Legislature has dealt specifically with the power of certification under Sections 10 and 12, such power of certification is deemed not to fall within any subsequent general powers (36 Hals., 3rd ed., p. 397, para. 597), such as the power to "vary" contained in section 65(3), and it is deemed to arise only under the circumstances expressed specifically in Sections 10 and 12 of the Act: *expressio unius est exclusio alterious* (36 Hals., 3rd ed., p. 397, para. 598). Consequently, there has been no certification of employees of Clancy's as employees of White Lunch Limited and, if such certification was to be made, it must under Sections 10 and 12, the specific provisions for certification.

Also, in the opinion of Mr. Justice Sheppard, the three orders of February 13, 1963, purporting to vary the three orders of November 8, 1962, were not within the power to "vary" under Section 65(3). Under Section 7, the Legislature has specifically dealt with the power to inquire into unfair labour practices, and that power being specific, would be deemed not to fall within the general power to "vary" in Section 65 (3), nor to arise under circumstances other than those specified in Section 7 of the Act.

Further, Mr. Justice Sheppard stated that the power to vary under Section 65 (3) does not contain the power to vary retroactively. The orders of February 13, 1963, purported to impose a liability upon White Lunch Limited for past acts and omissions of Clancy's during the past period that the Local had been certified as the bargaining agent for employees of Clancy's, who had been held by the Board to be the employer, and which could not have existed as a liability of White Lunch Limited until the orders of February 13, 1963 were made. The words of Section 65 (3) do not show an intention of the Legislature to create a retroactive operation; therefore, the orders having that effect are outside the power to "vary".

The Court distinguished the judgement of the Supreme Court of Canada in *Labour Relations Board of British Columbia et al v. Oliver Co-op Growers Exchange and Okanagan Federated Shipping Association* (L.G. 1963, p. 146) from the situation at bar on the grounds that the amending order in the above decision operated prospectively from the date it was made, and not from some preceding date; several locals, one of which was certified for the Oliver Exchange, amalgamated and that amalgamated union was given certification by an order to vary under Section 65 (3). That new amalgamated union was the successor of the certified local, and was formed to replace the old locals and was in effect their successor, performed the same functions as the fragmented union and presented a "continuity of interest, property, management, representation and personnel." There was no similar relation by succession, or otherwise, between the White Lunch Limited and Clancy's, which were each incorporated by separate letters of incorporation, although there might be what had been termed associated companies with similar shareholders and even similar management.

The union also contended that, under Section 65 (1), the finding of the Board that White Lunch Limited was the employer and Nielsen and Salmi were the employees of White Lunch Limited was conclusive.

Section 65 (1) reads, in part;

> 65 (1) If in any proceeding before the Board a question arises under this Act as to whether
>
> (a) a person is an employer or employee; . . . The Board shall decide the question, and its decision shall be final and conclusive.

In Mr. Justice Sheppard's opinion, the words "any proceeding before the Board" necessarily imply that the Board is acting within the statute and within the jurisdiction conferred thereby. For example, on an application for certification within Section 12 (1), the Board may decide who the employees are and which of them are within a unit. Such finding may be conclusive within Section 65(1). But it is otherwise when the Board purports to act outside the statute or outside the powers conferred upon the Board. Then it is not acting as a Board, nor is there any proceeding before the Board within the meaning of Section 65 (1); hence the finding is not conclusive and is subject to review.

In a unanimous decision, the Court of Appeal dismissed the union's appeal and ruled that the use of Section 65 (3) of the Labour Relations Act to vary the four orders of the Board in question in the manner done was improper and beyond the jurisdiction of the Board. *Regina v. B.C. Labour Relations Board, Ex parte White Lunch Limited* (1965) 51 D.L.R. (2d), Part 1, p. 72; CCH, Canadian Labour Law Reporter, para. 14,064.

Quebec Court of Queen's Bench . . .

. . . judges dismiss a petition made under the Quebec Labour Code to annul writ of certiorari

On April 13, 1965, two judges of the Court of Queen's Bench dismissed a petition by the Quebec Labour Relations Board and made under Section 122 of the Quebec Labour Code to annul summarily a writ of *certiorari* issued by a judgment of the Superior Court, on the ground that the record revealed a *prima facie* case of excess of jurisdiction on the part of the Labour Relations Board.

United Steel Workers of America, Local 6617, was certified by the Quebec Labour Relations Board as a bargaining agent for the employees of Houghco Products Limited. The Company presented to the Superior Court a petition for a writ of *certiorari* to quash the certification order on the ground that the Company contested in writing the petition for certification made by the Union and requested a hearing; that the Board refused to grant the hearing and render its decision without hearing any of the evidence which the Company was prepared to offer, and thereby the Board exceeded its jurisdiction.

In conclusion, the petition asked the Court, among others, to quash the certification decision as being illegal and *ultra vires* the powers of the Board and to declare Sections 110 and 121 of the Labour Code unconstitutional and *ultra vires* of the legislative power of the Province of Quebec.

On February 24, 1965, the Superior Court ordered the issue of a writ of *certiorari* on the ground that the Company had made out a *prima facie* case, that the rule *audi alteram partem* applies in the case of a petition for certification and that the Board's refusal to grant the hearing demanded by the Company constituted an excess of jurisdiction.

Following the decision of the Superior Court, the Quebec Labour Relations Board made a petition to the Court of Queen's Bench to annul summarily the writ of *certiorari*. The petition was made in virtue of Sections 121 and 122 of the Quebec Labour Code, reading as follows:

> S. 121. No action under Article 50 of the Code of Civil Procedure or recourse by writ of prohibition, *quo warranto, certiorari* or injunction shall be exercised against any council of arbitration, court of arbitration, conciliation officer or the Quebec Labour Relations Board, or against any member of such bodies, on account of any act, proceeding or decision relating to the exercise of their functions.
>
> S. 122. Two judges of the Court of Queen's Bench may annul summarily, upon petition, any writ, order or injunction issued or granted contrary to the preceding section.

In the Quebec Labour Relations Act, Section 41a provided:

> Notwithstanding any legislative provision inconsistent herewith,
>
> (a) the decisions of the Board shall be without appeal and cannot be revised by the Courts;
>
> (b) no writ of *quo warranto,* of *mandamus,* of *certiorari,* of prohibition or injunction may be issued against the Board or against any of its members, acting in their official capacity;
>
> (c) the provisions of Article 50 of the Code of Civil Procedure shall not apply to the Board, or to its members acting in their official capacity.

In the opinion of Mr. Justice Owen, who rendered the decision on appeal, there is no substantial difference in the wording of the privative clauses contained in Section 41a of the Quebec Labour Relations Act and Section 121 of the Quebec Labour Code.

There is, however, a difference of procedure in that formerly an appeal was taken, where permitted, to the full court and in the ordinary course, whereas now two judges of the Court of Queen's Bench may annul summarily upon petition any writ, order or injunction issued or granted contrary to the provision of Section 121 of the Quebec Labour Code.

Dealing with the petition at bar, Mr. Justice Owen stated that, if the petition for a writ of *certiorari* had been dismissed by the Superior Court, there would have been no appeal from

that judgment. However, the petition was allowed and the writ of *certiorari* was issued. In virtue of the provisions of Section 122 of the Quebec Labour Code, the Labour Relations Board was asking two judges of the Court of Queen's Bench to annul summarily the writ of *certiorari* on the ground that it was issued contrary to Section 121 of the Labour Code, which provides that no recourse by writ of *certiorari* shall be exercised against the Quebec Labour Relations Board or against any member thereof on account of any act, proceeding or decision relating to the exercise of their functions.

In his view, two judges should exercise the discretion given to them by Section 122 of the Code only in the event that it is clearly demonstrated that any writ, order or injunction has been issued or granted contrary to the provisions of Section 121 of the Labour Code.

Further, Mr. Justice Owen stated that there is strong authority for the proposition that, if a body such as the Quebec Labour Relations Board exceeds its jurisdiction, then privative clauses such as Section 121 of the Code do not apply.

He noted that the trial judge decided that there was a *prima facie* case for the issue of a writ of *certiorari* on the ground of excess of jurisdiction owing to the fact that the rule *audi alteram partem* applied and was disregarded. The task of the Board was to convince the two judges hearing the petition that the record, as constituted, did not reveal a *prima facie* case of excess of jurisdiction on the part of the Board and its members.

In the opinion of Mr. Justice Owen, the power or discretion given to two judges of the Court of Queen's Bench, which has no power to hear appeals in matters of *certiorari*, should be exercised sparingly. Unless it is clear that there was no excess of jurisdiction, these two judges should not usurp the functions of the Superior Court by annulling the writ of *certiorari* which had been issued, and thereby preventing any decisions on the merits.

In his view in the situation under review, the Board did not act within its jurisdiction in granting certification. Consequently, the writ of *certiorari* was not issued contrary to the provisions of Section 121 of the Quebec Labour Code. The two judges of the Court of Queen's Bench dismissed the petition of the Labour Relations Board to annul the writ of *certiorari*.

Commission des Relations de Travail du Quebec v. Houghco Products Limited, and United Steel Workers of America, Local 6617, (1965) Rapports Judiciaires B.R., No. 7, p. 561.

Recent Regulations under Provincial Legislation

Manitoba raises minimum wage rates. New Brunswick issues new industrial safety code with regulations on radiation hazards

In Manitoba, the minimum wage for experienced employees 18 years and over was raised to 85 cents an hour in urban areas and to 80 cents in rural areas, with provision for further increases on July 1, 1966 and December 1, 1966.

A new Industrial Safety Code issued in New Brunswick included provisions governing radiation hazards.

New regulations under the Ontario Apprenticeship and Tradesmen's Qualification Act made certificates of qualification compulsory in the steamfitting, plumbing and sheet metal trades.

The Alberta Workmen's Compensation Board issued comprehensive new safety regulations for the oil and gas industry.

Alberta Apprenticeship Act

In Alberta, the trade of a roofer was added to the list of apprenticeable trades by Alta. Reg. 524/65 gazetted September 30.

Alberta Tradesmen's Qualification Act

The regulations under the Alberta Tradesmen's Qualification Act governing the barber trade have been re-issued with a few changes.

The regulations again provide for three types of certificates—certificates of proficiency, temporary certificates of proficiency, and apprentice certificates.

Requirements for applicants for examination for a certificate of proficiency have been changed. Applicants who hold a diploma from a recognized barber trade school may now be accepted, as well as persons who have had two years' practical experience in the trade.

At the discretion of the Department of Labour, a temporary certificate of proficiency may be issued to a person who has obtained at least four-fifths of the required pass mark on both the practical part and the written part of the examination for a certificate of proficiency. A temporary certificate of

proficiency may also be issued to an applicant who has passed the performance part of the examination.

The new regulations were gazetted as Alta. Reg. 538/65 on October 15.

Alberta Trade Schools Regulation Act

The general regulations under the Alberta Trade Schools Regulation Act were amended by Alta. Reg. 527/65, gazetted on September 30.

One change is that the Minister of Industry and Development may now determine the amount of security to be deposited by the operator of a trade school upon registration. Previously, an applicant was required to post a guarantee bond of $1,000 as security for performance of contract.

The minimum number of hours of instruction in barber schools has been raised from 1,000 hours to 1,400 hours, which is also the requirement in hairdressing and beauty culture schools.

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has issued comprehensive new safety regulations for the petroleum and natural gas industry. The new regulations were gazetted as Alta. Reg. 442/65 on August 14 and went into force on September 1, replacing Alta. Reg. 371/59.

The new regulations are wider in scope than the previous regulations, applying to all employers and workmen engaged in exploration, drilling, servicing, producing, storing, handling, treating and processing of petroleum and natural gas.

The regulations are in five parts. Part 1, a general section applicable to all parts of the industry, sets out the responsibilities of employers, supervisors and workmen and lays down minimum standards for equipment such as safety belts and respiratory apparatus. It also includes specific safety requirements for operations such as winching and the repair of machinery, as well as a number of housekeeping rules and general safety precautions. Some of the provisions are the same as those in the previous regulations, but others have been strengthened, in particular those dealing with safety belts, machinery and first aid. New provisions set out requirements for pipe racks and containers for flammable liquids.

Part 2, which applies to geophysical operations, sets out the safety rules to be observed with respect to shot hole drills and reel trucks.

Part 3, which is very comprehensive, applies to drilling and servicing rigs. It includes provisions setting out requirements for safety belts, hoisting lines, derrick ladders and derrick enclosures.

Part 4, an entirely new section, applies to production and plant operations. Among other provisions designed to prevent fires and explosions, this part lays down standards for gas sample containers and safety rules for truck loading and the cleaning and repair of tanks.

Part 5, which deals with the powers of inspectors, authorizes an inspector to issue orders requiring employers or supervisors to make such changes, improvements or repairs as may be necessary to remove hazards to workmen or to reduce the possibility of accident.

British Columbia Minimum Wage Acts

Pupils enrolled in classes of an occupational program of studies in a public secondary school, offered in accordance with the regulations of the Department of Education and under the supervision of a local school authority, were exempted from the Male and Female Minimum Wage Acts by B.C. Reg. 176/65, gazetted on September 30.

Handicapped employees of Venture Training Centre, Vernon, and Beacon Services, New Westminster, were also exempted from these Acts by B.C. Reg. 174/65 and B.C. Reg. 175/65.

Manitoba Employment Standards Act

In Manitoba, amendments to the minimum wage regulations increased minimum wage rates in three stages, to establish by December 1, 1966, a general minimum wage of $1 an hour for experienced employees 18 years and over.

The first increase went into force on December 1, at which time the minimum wage for employees 18 years and over was increased by 10 cents to 85 cents an hour in urban areas and to 80 cents in rural areas. On July 1, 1966, the minimum is to be raised to 92½ cents an hour in urban areas and to 90 cents in rural areas. On or after December 1, 1966, the minimum payable throughout Manitoba will be $1 an hour.

An employer who pays his employees, or any group of employees, on an incentive or piecework basis will be deemed to have complied with the regulation if at least four-fifths of such employees, other than learners or inexperienced workers, receive the equivalent of the general minimum wage.

The Minister of Labour, as before, may issue a permit allowing an employer to pay a learner at a lower rate for a specified training period.

A new feature is that a minimum rate is now set for inexperienced workers 18 years and over not covered by a Minister's permit. Such employees may now be paid 15 cents

less than the applicable minimum rate during the first three months of employment, provided they do not receive less than 75 cents an hour. In the second three months, they may be paid five cents less than the minimum wage. After six months of employment, however, the regular minimum rate applies.

The minimum for employees under 18 years remains 48 cents an hour.

None of the above provisions apply to employers who are employing persons under a training plan approved by any provincial or federal government authority or under a federal-provincial training plan.

The amendments were gazetted as Man. Reg. 102/65 on October 30.

New Brunswick Industrial Safety Act

A comprehensive new Industrial Safety Code has been issued by the New Brunswick Government and went into force on May 1.

Designed to ensure the health and safety of employees, the Code applies to all workplaces in the province except private homes, places under federal jurisdiction and mines.

Ninety-six pages in length, the Code is divided into 27 sections. There is also an appendix setting out special safety rules for the logging industry.

One section on industrial health hazards includes rules respecting infra-red radiations, ultra-violet radiations and ionizing radiation.

In addition to a section that deals generally with the question of mechanical safety, there is another that sets out 40 rules with regard to machine guarding. Three other sections lay down safety requirements for hand tools, explosive-actuated tools and portable, power-operated hand tools. Another section lays down special rules for construction equipment.

A section on excavations includes a table setting out minimum recommendations for trench timbering.

Among the matters dealt with in other sections are: personal protective equipment; cylinders for compressed, liquefied and dissolved gases; scaffolds; welding and burning; and handling of explosives.

Some of the provisions of the section respecting industrial health hazards are summarized below.

Industrial Health Hazards

The Code makes it quite clear that the duration of exposure of employees to infra-red radiations is to be limited in relation to the intensity of the radiation and the nature of its source. All sources of intense infra-red radiations must be shielded as near the source as possible by heat absorbing screens, water screens or other suitable devices to prevent such radiation entering the eyes of workers not wearing goggles or eye shields.

All sources of dangerous emission of ultra-violet radiations are to be isolated so as to prevent the diffusion of ultra-violet radiations, especially those that may reach the eyes of employees. This may be done either by putting protective cabinets or screens around the sources of emission, or by placing a screen of ultra-violet absorbing glass or other material between the employees and the source of radiation.

All areas where ionizing radiation may be excessive are to be properly guarded during exposure times by suitable methods. Only properly qualified personnel may be allowed to operate radiation-producing machines or to handle radio-active material, where there is danger of such radiation being injurious to employees.

Where employees are exposed to ionizing radiation, the maximum intensity of such radiation and the maximum time of exposure are to be determined by the Chief Inspector. All employees liable to be exposed to ionizing radiations are to be tested periodically by the use of pocket films, pocket ionization chambers or other suitable monitoring methods.

N.B. Tradesmen's Qualifications Act

The motor vehicle repair (mechanical) trade was brought under the New Brunswick Tradesmen's Qualifications Act, effective January 1, 1965 by Regulations 65 - 2A, gazetted October 6.

Unlicensed persons will not, however, be barred from practising the trade until January 1, 1968. The new regulations state that section 3 of the Act, which forbids an employer to employ any person who is not a registered apprentice or who does not hold a certificate of completion of apprenticeship or a certificate of qualification in a designated trade, will not apply to the motor vehicle repair trade until January 1, 1968.

Newfoundland Apprenticeship Act

In Newfoundland, the beauty culture trade was brought under the Apprenticeship Act, and the first regulations for the trade were issued on September 28 and went into force on September 10.

The new regulations (Nfld. Reg. 73/65) apply throughout the province, except where the trade is designated as apprenticeable under an approved company training plan.

Candidates for apprenticeship in the beauty culture trade must be at least 16 years of age and must have completed Grade 10 or equivalent. Persons with lower educational qualifications may be accepted, however, if they were employed in the trade when the training plan was approved.

The term of apprenticeship is two years or 4,000 hours actually occupied in the trade, whichever is greater, including the probationary period and the required hours of related technical instruction.

Every apprentice in the beauty culture trade is required to attend classes for 12 weeks the first year and for 8 weeks the second year.

During the first two periods, an apprentice in the beauty culture trade must be paid not less than 35 per cent of the prevailing journeyman's rate in the place of employment. This rate must be increased to 40 per cent during the third period and to 50 per cent during the fourth period. As in other trades, a period is six months or 1,000 hours actually occupied in the trade, whichever is greater. In no case may an apprentice receive less than the rate set in the current minimum wage order.

The ratio of apprentices to journeymen is one to one.

Ontario Apprenticeship and Tradesmen's Qualification Act, 1964

New regulations under the Ontario Apprenticeship and Tradesmen's Qualification Act, 1964, for the steamfitter, plumber, sheet metal worker and painter and decorator trades were gazetted as Ont. Reg. 226/65 to 229/65 on September 25.

Three trades—steamfitter, plumber, and sheet metal worker—are designated as certified trades, which means that certificates of qualification are now compulsory in these trades. As provided in the Act, a person practising any of these trades at the time of designation is allowed two years in which to qualify for a certificate.

The term of apprenticeship consists of five periods of training and instruction of 1,800 hours each in the steamfitting and plumbing trades, and four in the painter and decorator trade.

Time credits, may, however, be granted to an apprentice in the steamfitting or plumbing trade who holds a Secondary School Graduation Diploma. Such an apprentice is entitled to a credit of 450 hours in respect of the first period and to a further credit of 450 hours at the end of the first three periods if he obtains at least 75 per cent on the prescribed examination.

The sheet metal worker apprentice must complete five periods of 1,800 hours each, unless he holds a Secondary School Graduation Diploma from a sheet metal course, in which case the term of apprenticeship is shortened to five periods of 1,600 hours each.

Apprentices must be paid not less than a specified percentage of the wages paid to a journeyman employed by the same employer. The minimum rate for apprentices in the steamfitting, plumbing and sheet metal trades is 40 per cent of the journeyman's rate during the first period of training and instruction, increasing to 50 per cent in the second, to 60 per cent in the third, to 70 per cent in the fourth, and to 80 per cent in the fifth and final period. In the painter and decorator trade, the minimum for apprentices is also 40 per cent of the journeyman's rate at first and must be increased to 50 per cent in the second period, to 60 per cent in third, and to 80 per cent in the fourth period.

The ratio of apprentices to journeymen is one to five in the steamfitter, plumber and painter and decorator trades, and one to four in the sheet metal trade.

The Ontario Public Service Act, 1961-62

Amendments to the regulations under the Ontario Public Service Act, 1961-62 excluded matters affecting civil servants in certain classifications with duties of a managerial or supervisory nature from the agenda of the Joint Council established in 1963 to carry on negotiations respecting wages and working conditions of provincial civil servants.

As a result, salaries and other conditions of employment of employees in these classifications will not be subject to negotiation by the Joint Council. The classifications are:

(1) A classification, as determined by the Civil Service Commission, in which at least 50 per cent of the civil servants are required to perform duties that include responsibility for planning, organizing and supervising the work of other employees; and that normally include responsibility for assigning duties, assessing performance, initiating promotions, salary changes and disciplinary action, establishing, demonstrating and supervising work methods and approving overtime.

(2) A classification, as determined by the Commission, at least 50 per cent of the civil servants in which are required to give advice on the requirements of departmental or government programs in respect of departmental policy, budget requirements, assignment of employees or work methods.

(3) Positions designated by the Commission in which the occupants are required to perform duties that require the use of confidential information relating to employee relations.

The new regulations were gazetted as Ont. Reg. 239/65 on October 2.

(Continued on page 1223)

Monthly Report of Placement Operations of the National Employment Service

Number of placements in October was 102,200, a decrease of 1.3 per cent from October 1964. Increases reported in all regions except Ontario, where decrease was mainly in casual placements

Local offices of the National Employment Service reported 102,200 placements during October. This was 1.3 per cent less than in October 1964, which contained one more working day. All regions except Ontario reported more placements than in 1964, and in that region the decrease from the same month last year was mainly in casual placements.

The regional distribution of October placements and the percentage change from October 1964 were:

Atlantic	9,100	+7.4
Quebec	25,400	+0.8
Ontario	36,200	−7.1
Prairie	19,500	+1.0
Pacific	12,000	+3.1
Canada	102,200	−1.3

Regular placements (those with an anticipated duration of more than six working days, which do not involve the movement of workers from one area to another) totalled 69,100, an increase of 0.4 per cent compared with October 1964. The proportion of regular placements to total placements was 67.6 per cent, compared with 66.4 per cent in October 1964. This continued the trend that has been apparent in the past seven months of an increase in the proportion of regular placements to total placements.

The cumulative total of all placements for the period January to October 1965 was 1,029,300, an increase of 1.9 per cent over the corresponding period in 1964. This is the second highest figure for the period since 1945.

Male placements totalled 73,100, a fractional increase over October 1964. The Ontario region recorded the only decrease, which, as indicated above, was mainly concentrated in casual placements. Regional distribution of monthly and cumulative male placements, and the percentage change from 1964, were:

	October 1965		January-October 1965	
Atlantic	7,000	+ 8.1	53,700	+ 4.8
Quebec	18,000	+ 2.3	192,500	− 2.4
Ontario	25,100	− 6.6	237,500	+ 2.8
Prairie	14,100	+ 0.6	134,500	+ 6.3
Pacific	8,900	+11.2	92,100	+14.9
Canada	73,100	+ 0.2	710,300	+ 3.5

Female placements totalled 29,100, a decrease of 5.0 per cent from October 1964, decreases in regular and casual placements of women being partly offset by an increase in transfers-out. The largest percentage decrease was in the Pacific region where a major contributing factor was a reduction in the number of women placed in personal service. The regional distribution of female placements, and the percentage change from 1964, were:

	October 1965		January-October 1965	
Atlantic	2,100	+ 5.1	22,900	+1.0
Quebec	7,400	− 2.8	73,900	−3.9
Ontario	11,100	− 8.1	118,100	+0.1
Prairie	5,500	+ 1.9	55,700	+2.8
Pacific	3,100	−14.7	48,400	−7.3
Canada*	29,100	− 5.0	319,000	−1.5

Placements involving the movement of workers from one area to another totalled 6,300. This was an increase of more than 1,000 over October 1964. The proportion of such transfers to total placements increased from 5.1 per cent in October 1964 to 6.2 per cent in 1965, and was affected by movements of workers in the mining, construction and agricultural sectors. Transfers-out, by region, were:

Atlantic	1,100
Quebec	2,700
Ontario	1,200
Prairie	400
Pacific	900
Canada	6,300

Employers notified the local offices of the National Employment Service of 132,000 vacancies during October 1965, an increase of 1.2 per cent over October 1964. Vacancies for male workers totalled 92,100, an increase of 3.6 per cent compared with October 1964. Female vacancies totalled 39,900, a decrease of 4.0 per cent from October 1964. The cumulative total for the January-to-October 1965 period was 1,353,000. This was an increase of 5.1 per cent over the corresponding period in 1964, and was the highest total recorded for any comparable period since 1947.

* Imbalances in national and regional cumulative and monthly totals are due to rounding.

Monthly Report on Operation of the Unemployment Insurance Act

At the end of September, claimants were 10 per cent fewer than at the end of August or at the end of September 1964
As in previous months, the reduction was mainly among males

Claimants for unemployment insurance benefit on September 30 numbered 157,300, which was about 10 per cent fewer than the total of 172,500 on August 31 and the total of 173,600 reported on September 30 last year.

The decline in both cases was mainly in male claimants.

Initial and Renewal Claims

There were 71,800 initial and renewal claims during September, compared with 83,900 in August and 85,800 in September 1964.

The decline in September is a reversal of the usual movement toward an increase in this month. This is partly explained by the fact that the August total of claims, although slightly lower than in July, was higher than that of August 1964. The decline in September shows that the increase in August was due to temporary circumstances.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 116,300 for September, 130,200 for August and 128,200 for September 1964.

Benefit payments totalled $11,500,000 in September, $12,800,000 in August and $12,800,000 in September 1964.

The average weekly payment was $23.55 in September, $23.39 in August and $23.75 in September 1964.

Insurance Registrations

On September 30, insurance books or contribution cards had been issued to 4,698,392 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 341,586, an increase of 461 since August 31.

Enforcement Statistics

During September, 8,208 investigations were conducted by enforcement officers across Canada. Of these, 5,440 were spot checks of claims to verify the fulfilment of statutory conditions, and 845 were miscellaneous investigations. The remaining 1,923 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 331 cases, 161 against employers and 170 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 703.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled $32,957,684.05, compared with $34,443,345.45 in August and $31,798,891.53 in September 1964.

Benefits paid in September totalled $11,501,411.94, compared with $12,790,935.08 in August and $12,791,963.89 in September 1964.

The balance of the Fund on September 30 was $102,913,044.68, on August 31 it was $81,456,772.57, and on September 30, 1964 it was $37,833,285.54.

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* These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

91943—6½

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2514, July 28, 1965

Summary of the Main Facts

On December 17, 1963, the claimant filed an initial application for benefit. He registered at the local office for employment as a labourer in the manufacture of rubber wares. He had worked as a liner for The Miner Rubber Company Limited at Granby, Que., from October 15, 1945, to December 18, 1963. He was paid $80 a week. He stated that the reason for separation from this employment was "lack of work."

In his report to the local office on January 16, 1964, the claimant stated that he had received $239.41 as holiday pay, which amount represented 6 per cent of his total earnings up to May 31, 1963. Furthermore, he received from his employer $12.15 for Christmas Day and $12.15 for January 1, 1964. He added that he had taken the first two weeks of his holidays during the weeks beginning July 14 and July 21, 1963, when he was informed by his employer that he would have the third week of his holidays during the week beginning on December 22, 1963.

In the summary, prepared for the board of referees, the insurance officer made a brief review of the information in the documents:

Holidays—General Information

The new collective agreement effective July 1, 1963, will apply to the 1964 holidays. Consideration of the claims is therefore based on the collective agreement in force up to July 1st, 1963.

Employees of The Miner Rubber Co. Ltd. are entitled to one, two, three or four weeks of holidays, depending on the length of service, and their holiday pay is equal to 2 per cent, 4 per cent, 6 per cent or 8 per cent of their total earnings during a 12 month period of service beginning on June 1 of one year and ending on May 31 of the following year.

The employer paid his employees for their fourth week of holidays in May 1963, and for the others in July 1963.

Employees take their holidays at the time set by the employer.

For several years, there has been a shutdown at the plant for the holidays during the summer, and also at Christmas. The employer explained to the manager of the Granby local office that, since mass production is carried out at his plant, he has always taken advantage of the Christmas season, when formerly the number of absentees was high, to close down the plant for a certain period of time; he also takes this opportunity to grant his employees their third and fourth weeks of holidays, in accordance with the collective agreement.

On November 26, 1963, the employer wrote to inform the local office that, for those employees who were entitled to it, the third week of holidays would be from December 23 to December 28, 1963.

The employer posted a notice in his plant on November 27, 1963. It read in part:

(1)-*(a) Shutdown Dates.* The last day of production (making, coat, press, mechanical) will be December 18, 1963. Preparation departments will close at an earlier date. Finishing departments will close after the above date, according to instructions issued by the foremen of the departments.

(b) Exceptions. The spreader, mill and proofing departments will close according to instruction issued separately.

(c) Departments Which Will Remain Open. Maintenance, stock, office janitor and watchmen will work according to instructions issued separately.

(d) Opening Dates. All production departments (making, coat, press, mechanical) will reopen on Wednesday, January 8, 1964. Preparation departments will reopen on Tuesday, January 7, 1964, while finishing departments will reopen according to instructions issued to each one.

(e) Annual Holidays With Pay. Employees entitled to three or four weeks of paid holidays for the year 1963, shall take them during the shutdown, if they have not taken them previously.

(2) *Paid Public Holidays:* Christmas Day, December 25, 1963, and New Year's Day, January 1, 1964, are paid holidays, subject to the usual conditions with regard to pay.

Employees who have not completed their probation period before December 1963, are not entitled to public holidays with pay.

The employer closed the plant for two weeks during the summer of 1963, that is the weeks of July 14 and July 21, for a general continuous holiday. At that time the employees took the first and second weeks of holidays to which they were entitled. With very few exceptions, the third week of holidays, for those who were entitled to it, was from December 23 to December 28, 1963. Employees entitled to a fourth week of holidays:

(a) either have taken one week between May and December 1963,

(b) or have worked and have received, for one particular week, their holiday pay plus their wages for that week,

(c) or must take their fourth week of holidays from December 29, 1963 to January 7, 1964.

Contract of Service

Here is some information which may help to determine whether the contract of service was in effect during the weeks starting December 22 and December 29, 1963, for which an employee may have received his wages for a full working week, even if he was not required to work:

(1) The employer decides that an employee must take his holidays during the week of December 22, or the weeks of December 22 and December 29, 1963.

(2) An employee's seniority is increased during a period when he is absent from work; such absence may extend up to 12 months, depending upon the employee's length of service (Clause XIV, subclause 5(c) of the collective agreement).

(3) An employee's seniority increases during a holiday period.

(4) The employee remains on the payroll during each of the two weeks beginning December 22 and December 29, 1963, respectively, and the employer considers the employee as being employed during those two weeks.

(5) A pension plan is in effect at the plant. It is controlled by the Union and it belongs to the Union. The employees pay $2.80 a week. In 1963, because of a misunderstanding, no pension plan deductions were made from holiday pay. However, $2.80 for each week of paid holidays will be deducted from holiday pay cheques in 1964, and the paid holiday period will be included in the length of service used to determine pension benefits.

(6) There is also a 'Family Health Insurance Plan' in force at this employer's establishment. The employee must contribute to the plan through deductions for each week for which he is paid, (holidays, public holidays), but participation in the plan was voluntary for those employees who were with the company before September 1, 1959, (date on which the plan became effective), and compulsory for employees hired after that date, that is new employees and employees rehired without loss of seniority. (Clause XVII of the collective agreement). The employer has stated that all his employees, without exception, contribute to the plan.

(7) The employer states that the shutdown periods in July and December are not a 'separation', and that his employees' seniority is not adversely affected by such shutdowns.

Hourly, Daily or Weekly Rate

The normal work week is 45 hours.

Some employees are paid by the hour, while others are on piece work. The employer pays incentive rates, that is rates of pay based on the normal time required to perform certain operations in each respective occupation, and, consequently, earnings may vary according to hourly output. (Clause 1, subclause of the collective agreement).

Overtime pay and a night work differential are also granted by the employer.

On the other hand, the pay for a public holiday is computed at the employee's normal rate for 9 hours. (Clause XI, subclause 2 of the collective agreement).

Time Set for Holidays

(1) *Claimants entitled to three weeks of holidays.* Some of the claimants, who filed their claims, and who were entitled to a third week of holidays, but not to a fourth, have stated that they had taken their third week during a week other than the one beginning on December 22, 1963. This statement has been checked with the employer and has proved to be false, since the time set by the company for the third week of holidays in the case of all employees entitled to it was from December 22 to December 28, 1963.

(2) *Claimants entitled to four weeks of holidays.* (a) Some claimants have taken their fourth week of holidays during a week other than the one beginning December 29, 1963. That is correct. On the other hand, some other claimants have stated that their third week of holidays was not taken during another week than the one beginning on December 22, 1963; after checking with the employer it appears that the week beginning on December 22, 1963 had been designated as the third week of holidays.

(b) Some claimants did not take their fourth week of holidays but received holiday pay for this fourth week as well as the usual pay for a work week. That is the correct state of affairs.

(c) Other claimants who are entitled to a fourth week of holidays will be taking it starting December 29, 1963.

Additional Information

In a letter dated January 21, 1964, the employer stated:

The 'Accounting and Production Calendar' is issued to inform the sales division of the probable number of production days during

the following year. It is used by the accounting division to determine on which dates each month begins and ends. This is indicated in the 'First Production Day' and 'Last Production Day' columns. It is to be noted also that the reading of the fifth column reads 'Shutdown and Public Holidays' and that, for July, it says 1 P.H. and 10 V., which proves that this schedule is not established in regard to vacations but indeed for the above-mentioned purposes.

For many years, there have been shutdowns of two weeks duration in July and of two to three weeks duration around Christmas and New Year's Day. The company takes advantage of the latter shutdown to have the employees take the holidays which they did not take in July. See Clause XII, subclause 4 of our collective agreement.

On February 7, 1964, the insurance officer advised the claimant that he was disqualified, and that benefit was suspended from December 22, 1963, for the following reasons:

You have continued to receive from your employer your usual wage for a full working week and your contract of service was still in force. As you are considered as having worked full time during each and every week when such wage was paid to you; you have failed to prove that you were unemployed within the meaning of sections 54(1) and 57(1) of the Act and of Regulation 155(5). Payment of benefit is suspended up to December 28, 1963, inclusive.

On February 27, 1964, the local branch of The United Rubber, Cork, Linoleum and Plastic Workers of America appealed to a board of referees on behalf of the claimant . . . and also on behalf of many others whose names appear on a list attached to the appeal. The union's appeal reads:

The local branch of The United Rubber, Cork, Linoleum and Plastic Workers of America wishes to appeal the decision of the Unemployment Insurance Officer in the case of those employees whose names appear on the attached list, for the following reasons:

(1) All these employees are entitled to unemployment insurance benefits for the period during which they were disqualified from the day they individually filed applications for benefits, during December 1963, at your local office in Granby.

(2) Furthermore, a unanimous decision of a board of referees, under the chairmanship of P. Ste-Marie, was given in a completely identical test case bearing number 3277 and dated April 10, 1963. In that decision, the board dismissed an appeal by an officer of your Commission regarding a case which was in every respect similar to the present one and which was concerned with the same matters of law and fact as this one.

(3) Moreover, the unanimous decision of the board of referees was appealed to the Umpire, (the Honorable John D. Kearney), not on the merits of the case itself, but on the principle involved, that is the same facts as in the present case.

(4) Honourable Justice Kearney had, on December 3, 1963, (CUB 2286), only a few days before applications for benefits were filed by the appellants, rejected the appeal, based on a question of principle, made by the Chief of the Adjudication Division of your Commission, G. I. Shearer, and had also dismissed, for all practical purposes, the latter's appeal.

We can see no serious or valid reasons for your Commission to again revert to the matter and to reject applications which have already twice been decided upon by your Commission, and especially to appeal cases on which a final decision within the meaning of the Unemployment Insurance Act has been rendered. . . .

At the end of his submission to the board of referees, the insurance officer added the following comments:

. . . The facts on record prove without the shadow of a doubt that, for a number of years, this has been the practice of this employer to close his plant for two or three weeks during the holiday season, in order to allow the employees who are entitled to them to take the remainder of their holidays. It is, therefore, reasonable to conclude that this shutdown during the holiday season is actually a general and continuous holiday within the meaning of Regulation 156(1).

Under the circumstances, even if the insurance officer had come to the conclusion that a claimant was unemployed within the meaning of Sections 54(1), 57(1) of the Act and of Regulation 155, he would have considered that the period from December 22 to December 28, 1963 was a general and continuous holiday at this factory and that the holiday pay given to this claimant should be considered as earnings allocated in accordance with Regulations 173(6).

There is also the pay which the claimant received for Christmas Day and New Year's Day that must be taken into consideration and allocated in accordance with Regulation 173(7).

Therefore, the earnings of the claimant would have been computed as follows:

Week beginning December 22, 1963, $80.

Week beginning December 29, 1963, $23.71.

The board of referees heard the appeal on April 15, 1964. Its decision reads:

. . . This morning, we have heard the cases of the employees of The Miner Rubber Company of Granby, who are opposed to the fact

that certain amounts of money received as holiday pay be considered as earnings for the weeks starting on December 22 and December 29, 1963, or on January 4, 1964, in certain cases.

The claimants were represented by Gérard McManus, international representative, and Philippe Duhamel, president of the local union. The Miner Rubber Company was represented by Antonio Desroches, and the Unemployment Insurance Commission by one of its officers, Miss T. Bernatchez...Two claimants were present.

We have studied the test case....in order to find out the principles involved, the facts submitted and the conclusions to be drawn in all the other cases in question, and the claims in cases similar to the test cases. It has, therefore, been agreed that all other cases submitted this morning are based on the same principle and the same facts.

According to the Company

The employees of The Miner Rubber Company are under the jurisdiction of Local 630 of The United Rubber, Cork, Linoleum and Plastic Workers of America, which has signed a collective agreement with the company. Let us say immediately that, in the present dispute, it is the agreement in force in 1963 which prevails. The new agreement, being effective for 1964 only, does not apply to the holiday period presently at issue.

In Clause XII, subclause 4, of the collective agreement, which is reproduced in the submission, it is said:

The employees shall take their holidays at the time set for them by the company and the company shall try to schedule two weeks of such holidays during the period extending from June 1 to September 30 of each year, inasmuch as the requirements of production will allow it.

Employees entitled to more than two weeks of paid holidays (Par. (1) (c) (d) above) shall take their third and fourth weeks at a time set by the company.

In fact, always according to the collective agreement, the employees are entitled to one, two, three or four weeks of holidays to be paid at the rate of 2 per cent, 4 per cent, 6 per cent or 8 per cent of their earnings during a period of 12 months of service, starting on June 1 of one year, and ending on May 31 of the following year, depending on the length of their service. This provision is found in the submission. It comes under the heading "Annual Holidays With Pay", Clause XII, subclause (1) (a), (b), (c), (d) and (e) of the agreement.

In 1963, the company decided that the two weeks starting on July 14 and July 21, 1963 would be holiday weeks. So the factory was closed for those two weeks. There is, therefore, no problem with regard to the employees entitled only to two weeks of holidays, or less. They received their holiday pay at the start of their holiday and those amounts were allocated as earnings for those two weeks.

The problem arises in respect of those employees who were entitled to three or even four weeks of holidays.

The company, being unable to grant three or four consecutive weeks of holidays, staggered the holidays so that production would not be adversely affected. Thus, exercising its right to determine the holiday period, the company asked those employees, who were entitled to four weeks of holidays, if they were willing to take a week of paid holidays in May or June. Some of them agreed to take a week in May or June and, in fact, were paid for that week; others accepted their holiday pay but kept on working, thus receiving double pay for that particular week. Finally, another group of employees did not take advantage of this offer and their week of holidays was postponed to the end of the year.

The company compelled persons entitled to three weeks of holidays to take two weeks in July and another week at a later date. However, those employees received their holiday pay for three weeks before the July holiday. They had, in fact, one week of said holidays left, but it was to be taken later.

In November 1963, on the 27th, the company posted in the plant a notice which appears in the submission. In paragraph (a) of that notice, it is said that the last production day will be December 18, 1963. Paragraph (d) states that production will start again on January 8, 1964, or on a Wednesday.

Paragraph (e) states, under the heading "Annual Holidays With Pay", that "employees entitled to three or four weeks of paid holidays for the year 1963, shall take them during the shutdown if they have not taken them previously". Furthermore, a letter containing this information was sent to the Unemployment Insurance Commission by the company on December 20, 1963.

Thus, the holiday pay which the employees received in July 1963, has been considered as earnings, and allocated to the said weeks by the insurance officer.

Furthermore, on Christmas Day and New Year's Day 1964, the employees received, under the terms of the collective agreement, certain sums of money which have been considered as earnings for those weeks.

According to the Claimants

It has been admitted that there has been no termination of the contract of service.

However, the plant representatives deny that the period from December to January 1964 was a holiday period, but state that, on the contrary, it was a "shutdown" period and that, consequently, the employees were out of work and were entitled to their benefits. They also state that the employees did not have to take a week of holidays, but that they could accept the holiday pay without having to stop working. Furthermore, the representatives submitted documents belonging to the company and called "Accounting and Production Calendar" to show that the July period was considered by the company as a holiday period whereas the December period was considered as a shutdown period.

To support their claim the union representatives refer to a decision rendered last year by a board of referees to show that they had won their case by a unanimous decision and that the Umpire had dismissed the Commission's appeal and upheld the decision of the board of referees.

They claim, and the company admits it, that the company has always closed the factory during the holiday season, that this was not for the purpose of granting holidays to the employees but to schedule next year's production to clean the plant, repair the machinery, etc. They claim, therefore, that it is not a holiday period, but a 'shutdown', a compulsory closing down of the plant which puts the employees out of work.

In order to answer the employees' objections, we have to refer to the collective agreement, which states that the company shall determine the holiday period. The company had decided that all employees would take two weeks of holidays in July. As for the workers, who were entitled to three or four weeks, the company offered those entitled to four weeks, a week with pay in May or June 1963, so that production would not be disorganized. This point has been explained above, and I am in favour of the company's point of view. As for the week or the two weeks remaining to the credit of employees entitled to three or four weeks, who had not taken advantage of the company's offer in May or June, the company set a period in December, as evidenced by the notice posted in the plant on November 27, 1963, in accordance with the collective agreement. It is wrong to say that an employee can, if he so wishes, keep on working during his week of holidays with pay. It is the company that controls the holidays and, if the company takes advantage of the holiday season, it is because, in the past, it was difficult to maintain normal production due to the absence of employees. In any case, once the holiday season was over, the employees could have asked for one week of holidays, to which they were entitled, since they had not officially relinquished their right to that week for which they were paid in July. This could have created some problems. The fact that the company took advantage of that period to grant holidays to the employees who had not yet taken them, and at the same time close its doors for some other administrative reasons, does in no way change the situation for those who had to take their holidays.

Coming back to the document produced by the union's representatives, there is a simple explanation. This document, entitled "Accounting and Production Calendar", is prepared one year ahead of time and revised during the year. It is for the purpose of making known to the salesmen, more or less, precisely the production dates in the future. The fact that the company tells its salesmen that the month of July includes a 10 day holiday period, and that in December a five or six day shutdown will occur, has nothing to do with the collective agreement, and does not prove that the company will not take advantage of that period to dispose of remaining holidays. The company makes provision for the closing of the plant for several days during that period for all kinds of administrative reasons, and this is to let the salesmen know that production will be at a standstill during that time.

I emphasize the fact that the union has produced a stub from a weekly pay cheque made out to (one of the claimants) which would prove that, in July, he only received holiday pay for two weeks, not three because only $1.28, or .64 cents a week, were supposedly deducted for protection and security insurance. What counts is the total duration of the holidays that the claimant admits having been granted. In any case, it has been recognized that the contract of service had not ceased to be in force, and this proof has not been thoroughly examined.

At this point, I want to re-examine the statement of the union representative who alleges that the principle was settled last year by a board of referees and by the Umpire. I do not have before me all the evidence submitted last year. In any case, I note that, apparently, it was proved that the claimant had received her holiday pay, but had officially renounced her holiday. This is not our case, and there is a world of difference. Even though I am not bound by the Umpire's decision in that case, I declare that the Umpire's decision had nothing to do with the merits of the case, but that he had dismissed the appeal on a technical point.

. . . After this detailed study of the evidence before us, and of all the documents relating to these cases, the majority of the board of referees state that all claimants concerned were not unemployed during the periods mentioned in the cases under dispute, because it is admitted that the contract of service remains in force during the full period of the holidays. Therefore, after studying the considerations and conclusions of the Umpire in decision CUB 2296, the majority of the board declare that Section 155 (5) and Regulations 172 (1) and 173 (3) are applicable, and not Regulation 172 (2) (g), since there was no separation from employment for those claimants, who were on holidays as scheduled by the company, and who had been paid previously for such holidays.

Holiday pay not previously allocated must be considered as earnings and allocated to the periods mentioned in the submission. Therefore, the majority of the board of referees, in accordance with the sections of the Act and the Regulations mentioned in the submission, uphold the officer's decision and dismiss the appeal.

This decision applies *mutatis mutandis* to each test case submitted to the board this morning and each and every claimant concerned in those different test cases and whose names appear at the end of each submission are subject to those decisions. The appeals are therefore dismissed in all cases by a majority decision.

The dissenting member of the board of referees expressed the following views:

I do not agree with the other two members of the board of referees for various reasons, including:

(a) The claimant has proved that he was unemployed from December 22 to December 28, 1963, that is during the company's shutdown period.

(b) This period is not a holiday period according to a document produced by the company and entitled "Accounting and Production Calendar"—revised April 2, 1963, which clearly indicates that the holiday period occurs in July, while the period during which the plant is closed in December is a shutdown.

According to Antonio Desroches, the company's representative who was present at the hearing, regardless of the length of the period during which the plant is closed for the holidays in July, there would still be a shutdown in December. He stated, furthermore, that, for the past 47 years, the company has closed the plant for periods varying from three days to two weeks in December.

(c) Holiday pay is given at the time of the holidays; that is to say that employees entitled to three weeks are paid for those three weeks in July; those who are entitled to four weeks receive some holiday pay in May (4th week) and a three weeks' holiday pay in July.

(d) Unemployment Insurance Regulation 172(2) (g) states clearly that payments received at the time of a "shutdown" must, to be considered as earnings, be received within six weeks before, or six weeks after the "shutdown". Now, in the case before the board, the employees have received their holiday pay about five months before the "shutdown".

It is therefore obvious that the claimant was unemployed during the "shutdown" period and that the money he received in July as holiday pay cannot be allocated to the weeks of the "shutdown" . . .

On June 13, 1964, The United Rubber, Cork, Linoleum and Plastic Workers of America appealed to the Umpire stating that the majority decision of the board of referees was erroneous and unjustified, in fact and in law.

The insurance officer made the following comments:

1. The collective agreement governing the employmet of the claimants entitles them to holidays of one, two, three or four weeks duration, depending on the length of service, For computing purposes, the holiday pay to which an employee is entitled for each week of holidays is 2 per cent of total earnings between June 1, 1962 and May 31, 1963. So 6 per cent was paid to employees entitled to three weeks and 8 per cent to those entitled to four weeks. The employer sets the period during which the holidays must be taken. He designated the weeks starting July 14, 1963, July 21, 1963 and December 22, 1963, as the first, the second, and the third weeks of holidays. The employer granted the employees entitled to a fourth week the privilege of taking that week before July, or of not taking it and simply receiving holiday pay. Those who, in December 1963, had not yet made use of their privilege, had to take their third and fourth weeks during the period set aside for this purpose by the employer, that is, during the period starting December 22, 1963. The question at issue in the present case deals with the allocation of holiday pay for the period starting on December 22, 1963.

2. The facts of the case prove clearly that the holiday pay received by the employees does not come within the exception provided for in Regulation 172(2)(g), since this holiday pay is not payable ". . . to a claimant at the time of, or after, his separation from employment or prior thereto in contemplation of the separation . . .". The money payable is subject to the following conditions: the employees must take two weeks of their holidays in July 1963, and the rest in December 1963, except that those entitled to four weeks have the privilege of working during their fourth

week of holidays. Certain claimants are entitled to less than a week of paid holidays in December 1963, and others are entitled to one week or more during that period starting on December 22, 1963.

3. The insurance officer applied Regulation 155(5) to the cases in which the claimant was receiving his usual pay for a full working week, and he stated that such a claimant could not be unemployed for each week in question starting from the week of December 22, 1963. That part of the holiday pay in excess of the usual earnings for a full working week was allocated to the following week under the terms of Regulation 173(3).

4. Holiday pay, which was less than the usual earnings of the claimant for a full working week, was allocated to the week starting on December 22, 1963, under the terms of Regulation 173(3).

5. Regulation 173(6) specifically concerns the allocation of holiday pay and would probably apply more pertinently than Regulation 173(3) in the present case. The circumstances of this case are exceptional and may not have been entirely provided for when the regulations were promulgated. However, the general principle embodied in Regulation 173 tends to allocate the earnings to the period for which they are payable. This principle seems to be expressed in previous decisions of the Umpire regarding this question (CUB 2197, CUB 2340, CUB 2498).

6. Consequently, we submit that the decision of the board of referees should be upheld.

The Umpire heard the case in Montreal, on March 30, 1965. The union making the appeal was represented by Marc Lapointe, Q.C., a Montreal lawyer, and the Commission by one of its lawyers, Y. Pigeon. Also present were: Gérard McManus, representing The United Rubber, Cork, Linoleum and Plastic Workers of America; P. Duhamel, president of local 630 of the same union; and Antonio Desroches, representing The Miner Rubber Company Ltd.

At the Umpire's request, the two counsels made a submission in writing. Mr. Pigeon's submission was received by the Umpire's office on May 3, 1965, and that of Mr. Lapointe on May 7, 1965. After reading one another's submissions, the two counsels stated, in letters dated June 8 and June 11, 1965, respectively that they had nothing to add.

Considerations and Conclusions

I have examined the elaborate and useful notes submitted by both counsel in support of their respective contentions.

Firstly, I must say that, contrary to what had occurred in the case dealt with in Decision of the Umpire CUB-2286, the evidence on record in this case leaves no doubt as to the accuracy of the facts on which the insurance officer and the board of referees based their decisions. Consequently, decision CUB-2286 does not afford any helpful guidance in dealing with the merit of the present case.

The evidence shows that, notwithstanding that the shutdown of the factory from December 22, 1963 entailed a separation from employment for those employees, who in July of the same year had taken all the holidays to which they were entitled, those who, like the claimant, were entitled to more than two weeks of holidays could not contend that they were not on holidays from December 22 and, therefore, according to the jurisprudence established by the Umpire in several decisions, and more particularly in CUB-1910, that their contract of service was not continuing.

For that reason, and also after taking into account the evidence on all other relevant questions at issue, I believe that there is practically nothing that can be added to, or deleted from, the considerations and conclusions on which is based the majority decision of the board of referees.

Consequently, I decide to dismiss the union's appeal.

Decision CUB 2516, July 28, 1965

Summary of the Main Facts

The claimant, whose case has been selected to serve as a test case in respect of two others, had worked for some years for a publishing company. On April 14, 1964, he lost his job when, after unsuccessful negotiations, his local of the International Typographical Union ordered its members at that plant out on a strike. These consisted of printers, compositors and pressmen, totalling six in all, and included the three claimants interested in this appeal.

The striking members of the local set up a picket line at the entrance to the premises, thereby causing an appreciable interruption of work. Eight persons, including the firm's two partners, remained at work.

No applications for unemployment insurance were filed by the striking employees at that time, and it was not until September 17, 1964 that the claimant and two others filed a renewal application for benefit, the remaining strikers having found employment elsewhere. The claimant indicated that he had employment of a casual nature as a compositor with another newspaper. His first day of casual employment was July 10, 1964, and his last date of such employment was September 16, 1964. Regarding his loss of employment with the latter newspaper on September 16, 1964, he explained:

I am still on the sub-board and report to work when I am called by the union. And I am also picketing . . . International Typographical Union, Local . . . I started working . . . September 1958 until April 14, 1964, and went on strike over a labour dispute. I receive strike benefits once a week of $65.89.

In a report on a continuing claim dated September 17, 1964 and filed in the case of the other two men interested in the appeal, but not appearing in the claimant's file, the local office commented:

This man and three others are involved in a labour dispute against . . . a weekly newspaper. It commenced on April 13 and is still going on. The men are picketing six days a week, except when one of them is called to work by the other local newspaper not involved in the strike. One of the men could work at the local paper all week, but he could only receive pay for one day himself because of union regulations. In this case, the cheques are made out to the other men and they supposedly split it.

The strike . . . has been a peaceful one, and they have resumed full operations. In fact they never closed down. This man read in a Toronto newspaper on Thursday, September 17, 1964, (Page 2) that the strikers at Toronto newspapers were eligible for U.I. benefits. He feels that he should be as well.

On September 29, 1964, the local office wrote to the president of the local . . . of the union. The questions asked in the letter and the answers of the president of local . . . appear hereunder:

1. Q. Is it necessary for your members to perform picket duty to be entitled to receive strike benefits from your Union?

A. Yes.

2. Q. If, for no valid reason, a member of local . . . fails to report for picket duty, would strike benefits be cut off?

A. Yes.

3. Q. What are the present requirements in relation to picketing that is, are these people able to take part time work at any time?

A. Forty hours a week are required on picket line.

4. Q. Who determines which members will picket on any given day? And how is it determined if someone, other than yourself, establishes the pickets for the day, who should picket on any particular day?

A. Picket captain decides.

5. Q. What rate of strike benefit is paid by your union?

A. Four men are receiving $65.89. One man receives $47.12.

The representative claimant was interviewed at the local office on September 30, 1964 and his answers to the questions appearing in the preceding paragraph read:

1. Yes, it is necessary for us to perform picket duty.

2. Yes, it would be.

3. There is a 40-hour week required to walk picket line for each member. We are able to take part-time work in a union shop.

4. The picket captain decides. Since I am picket captain it is up to me which member walks.

5. For four members it is $65.89, and for one member it is $46.23.

In reply to the same letter, both the other men interested said that it was necessary to perform picket duty in order to obtain strike pay from the union.

On September 30, 1964, the regional claims officer wrote to the employer and requested the following information:

(1) How soon were you able to replace the six striking employees of local . . .?

(2) If they were not all replaced on one specific day, would you furnish the rate of replacement on a day-to-day basis?

The employer replied on October 1, 1964 and said:

. . . In answer to question No. 1: We have so far replaced only one of the six journeymen on strike with a man of equal experience. We have acquired one newly-trained linotype operator, and two very young and very green apprentices. In essence we have replaced 66 per cent of the strikers, but not with comparably trained men . . . .

We are somewhat at a loss in understanding on what basis the strikers are applying for unemployment insurance benefits. And equally at sea in attempting to determine what is meant by "versus" in the sub-head, what is meant by question No. 2, and the paragraph immediately following question No. 2.

The terms "generally", "normal conditions" and "on strength and production" (as related to 85 per cent of the pre-strike level) suggest that the Com-

mission will not be able to base a decision only on the answers to the two questions so far submitted to us.

If, as we deduce, other information will be asked for, we would appreciate knowing the formula to be used in gaging the percentage of current production. Is this done through aggregate sales? Total man-hours? Comparison to other years? As you can appreciate the adjusting of a very small plant to strike conditions is far from a normal project. May we have further clarification?

The insurance officer notified the claimant by letter dated October 9, 1964 that he was disqualified and that benefit was suspended from September 13, 1964 on the ground that he had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed. Also stated in the letter was:

There is still an appreciable interruption of work at your employer's premises, attributable to the strike and work stoppage which commenced on April 14, 1964. In these circumstances, a disqualification under the provisions of section 63 is still applicable.

In a further letter to the claimant, also dated October 9, 1964, the insurance officer stated that on the information which had been presented with respect to his application for benefit, his earnings were determined as $65.89 a week strike pay, commencing with the week of September 13, 1964 and subsequent weeks (Regulations 172 and 173). A joint appeal by the representative claimant and the two others reads:

We, the undersigned, wish to appeal the decision of the National Employment Office in disqualifying us from unemployment insurance benefits under Section 63 on the following grounds: "Your letter states that our earnings are $65.89 a week strike pay, but it was established at a hearing in Toronto with the striking printers in that city that strike pay cannot be classed as earnings as this money comes from union funds. Secondly, your letter stated that there was an appreciable interruption of work . . ., yet a short time ago Mr. S . . . informed four members of the . . . Labour Council that his business had increased since the start of the strike up to a point where it is up one per cent—evidence to this effect can be supplied at the hearing. . . ."

In his "submission to the board of referees", dated November 25, 1964, the insurance officer stated:

. . . (b) In the particular situation pertaining to the members of local . . ., this local has introduced the following conditions for entitlement to strike benefit. It is compulsory for the members to perform picket duty, and the normal requirement is 40 hours a week each. For failure to do so, a member would be denied, or cut off from strike benefits. Conversely, in relation to Local 91 of the I.T.U. Toronto, who are presently on strike with the three Toronto daily newspapers, picket duty is not compulsory. Members report on a voluntary basis, and assist in the prosecution of their local's strike by either serving on a committee, volunteering for picket duty, or other work the union may have to offer. The other conditions are similar in that strike benefits would be reduced proportionately, if the number of days work received by any member is in excess of one day per week, and anyone becoming regularly employed elsewhere would be struck off the eligible list. Failure on behalf of any member of Local 91 to perform picket duty would not . . . cut them off, or cause a union member to be denied his strike benefits from the international fund at Colorado Springs.

(c) Under these circumstances, it cannot be found that there is any contract of service as far as the members of Local 91 are concerned, but we do find that a contract of service does exist in relation to the receipt of strike benefits with local . . . where it is compulsory to perform picket duty to be entitled to strike benefits. Having made the performance of picket duty compulsory to be entitled to strike benefits, they have introduced, in effect, a contract of service, and such strike benefit payments must be considered earnings as defined within benefit Regulations 172(1) and 173(3)(11).

(d) In relation to the question of the Commission's findings that there was still an appreciable interruption of work at their place of employment, we again had this point re-checked by the . . . local office. This is the result of their investigation, and identified as exhibit 12:

. . . Publishing Co. and . . . 18 Nov. 64
Typographical Union local . . . AFL/CIO-CLC

Further to our telephone conversation of today's date, in conversation with Mr. S. . . ., he advised the only way they are able to keep the paper in publication is by he and his partner working about 160 hours a week, as well as other members of staff working more than the normal 40 hours a week.

He further states this condition has prevailed ever since the dispute began, and foresees no immediate change from this pattern. Mr. S . . . further states the paper still does not have as many pages as prior to the dispute, nor does it contain as much in total lines of publication.

(e) Examination of this evidence confirms that there is still an appreciable interruption of work at this employer's premises, and that it requires emergency measures by the employer in order to publish their paper. The conditions present at this employer's premises are not what could be considered, under the circumstances, as nearly approaching normalcy. The decision factor is the amount of production which is reached after the beginning of the stoppage, and this is particularly important when regular employees in considerable numbers have been replaced by an equal or greater number of workmen of lesser efficiency. This principle is outlined in CUBs 1150 and 1788.

(f) In this particular case we have, as the employer clearly states, a situation still present where he has had to replace six skilled employees with only one journeyman of equal experience, one newly trained linotype operator, and two very young and very green apprentices. This, coupled with the excessive overtime worked by the other members of the staff, and the publishers themselves, indicates that the production at this employer's premises cannot be considered as approaching near normal as to be found such as that section 63(1)(a) would apply at this time, namely, "The termination of the stoppage of work". In the insurance officer's findings, this claimant's (and others) loss of employment was found attributable to a labour dispute and work stoppage. This claimant (and others) was one of a grade or class with a direct interest in the outcome of the dispute, and one who had participated by withholding his labour and going out on strike.

(g) The evidence submitted does not disclose any new facts that would suggest that the indefinite disqualifications under section 63 should be terminated, nor that there should be any change in the ruling establishing strike pay as earnings, within the meaning of benefit Regulations 172(1) and 173(3) (11) . . .

In a letter to the board of referees, dated December 4, 1964, the employer said:

Thank you for notification of the hearing. Much as we would like to attend, it is not possible to leave our plant and office so approximate to press time. We are reluctant, too, to incur further legal expenses by having our solicitor present.

With the board's permission, I would have this letter read into and be part of the exhibits of the hearing.

This strike has continued unabated since April 14 of this year. The various reports of the insurance officers reflect the history of the strike and the tenor of my statements quite well.

I would stress from the outset, that we have no intention of obstructing any legitimate claims. But, in our company's opinion, it would be a gross injustice if these claimants are able to collect benefits . . . to the deprivations of others with more valid cases . . .

The nub of this matter, on reading the exhibits, seems to resolve around the question of whether our newspaper, and printing plant, has bounced back into "normal" conditions after seven months of being strike-bound.

1. As stated in earlier correspondence (part of the report) we have new and inexperienced men [but]....we have adjusted to the situation by putting in enormous hours and virtually re-training ourselves from professional, university graduated newsmen, into temporary printers. These [other employees] left their jobs voluntarily; jobs they had held for upwards of seven years. They went on strike with the intention of bringing us to our knees. Their one concern was to "withhold their labour" as your report states, in the firm hope that this would bring about a settlement of their demands. It turns out that this did not work that we managed to survive and adjust . . .

. . . I would point out, in conclusion, one or two discrepancies in statements by the claimants. Both [men] have been employed in other places than indicated in the reports. [One] drove a taxi-cab for a local company for a long period and may still be so employed. The [other] has been regularly engaged for months by [another newspaper] in half-day, or more sessions. This can be affirmed by contacting [the] Editors . . . at that newspaper. This is a non-union shop, and he has been employed there, to the best of my knowledge, as recently as last week. I see nowhere in the reports any acknowledgment of these jobs, part-time or otherwise . . .

. . . We note that it is the opinion of one of the insurance officers that the duties of the picket line are tantamount to service for pay . . . they have not picketed on a Saturday for over three months. Nor do they picket any more than seven hours a day (9 a.m. to 4 p.m.), nor does any one man picket for anything like 40 hours per week . . .

The following statement was made by certain members of the . . . Labour Council and others:

"We, the undersigned, so hereby state that at a meeting during the month of July 1964, with Mr. S . . . and Mr. F . . . of the . . . Publishing Company Limited, the aforementioned Mr. S . . . stated that business was up 20 per cent since the start of the strike."

The majority decision of the board of referees, that heard the case . . . on December 14, 1964, reads in part:

The claimants . . . were present together with [their union] representatives, with whom the submissions were reviewed in detail . . . During the course of the evidence the Book of Laws of the International Typographical Union was submitted as Exhibit 14, from which was read Article 21, section 12 of the by-laws of the International Typographical Union, which states as follows:

> No member of a subordinate union on strike shall be entitled to the weekly benefit unless he reports daily to the proper officer of the subordinate union while the strike continues. Any member refusing work while out on strike shall be debarred from all benefits under this law, and for each day's work performed in excess of one shift one-fourth of the members' regular strike benefits for that week shall be deducted.

Also submitted was a letter from the Unemployment Insurance Commission . . . dated 17 September, 1964 (Exhibit 15), together with an undated letter from the . . . Labour Council . . . to the effect that "Mr. S . . . stated that business was up 20 per cent since the start of the strike". Also submitted are copies of the (Newspaper) dated 3 Dec. 1964, Exhibit 17; 19 Nov. 1964, Exhibit 18; 10 Sept. 1964, Exhibit 19.

> . . . The stoppage of work attributable to the labour dispute was still appreciable at this employer's premises on 13th September and subsequently, and direct reference may be made to Exhibit 19 which is dated 10 September and consists of 12 pages. It is the understanding of this board that the normal or average edition is 16 pages.
>
> The strike pay received in the amount of $65.89 a week constitutes earnings, within the meaning of benefit Regulations 172(1), 173(3)(11).
>
> . . . The majority members of this board would dismiss the appeal and uphold the insurance officer's decision.

The dissenting member of the board of referees disagreed with both of these findings.

The Typographical Union, local . . . appealed to the Umpire on January 25, 1965. The appeal reads:

> This appeal is made on behalf of the above-mentioned claimant and, in addition, for the following claimants who were similarly affected . . .
>
> (a) The insurance officer and the board of referees (majority decision) erred in finding that a contract of service existed between the claimants and the trade union of which they are members, and in so doing misconstrued Regulations 172 and 173.
>
> (b) The insurance officer and the board of referees (majority decision) failed to make a proper assessment of the facts in connection with the application by the claimants for a declaration of a general resumption of work, since the stoppage of work had terminated within the meaning of section 63 of the Unemployment Insurance Act.
>
> The above claimants wish to be represented before the Umpire when this appeal is heard, by A. Andras, Canadian Labour Congress, 100 Argyle Avenue, Ottawa 4, Ontario.

The oral hearing requested above was held in Ottawa, on May 7, 1965.

A. Andras of the Canadian Congress of Labour, represented the union. The Commission was represented by P. Bozowsky, one of its solicitors.

The union has prepared and submitted a list, compiled from the files of the . . . Public Library showing the number of pages contained in the newspaper for each issue from April 1963 to January 14, 1965, and showing that there was no significant variation from the pre-strike pattern of number of pages per issue. Along with that list were figures extracted from *Canadian Advertising*, the official trade paper for daily and weekly newspapers, showing the (newspaper) as having a sworn circulation of 12,500, with 8,400 paid, in November 1963, and 12,500, with 8,450 paid, in November 1964. At the end of the hearing written arguments were requested from both sides.

Considerations and Conclusions

I have examined the written argument submitted on May 17, 1965 by J. W. Douglas, Legal Adviser of the Commission, and that submitted by A. Andras for the union, on June 14, 1965.

There are two questions for decision in this appeal:

> (a) did a stoppage of work exist when the claimant made his application for benefit, and,
>
> (b) are the "strike benefits" received by the claimant earnings within the meaning of Regulation 172(1).

It is clear from the evidence that the stoppage of work had ceased at the time the claimant made his application for benefit.

As has been stated in previous decisions, the decisive factor is the amount of production that has been reached after the beginning of a stoppage, and this is particularly important when, as in this case, the number of employees involved is very small.

The local office in its report dated September 17, 1964, stated that full production had resumed. The evidence before the board and the figures produced by the union at the hearing show that neither the size of the paper, nor the total circulation, had ever been noticeably affected by the strike.

These figures have not been disputed and in fact, the only argument that has been made by the insurance officer is that the employer is only able to maintain production by what might be called "emergency measures". In a telephone conversation of November 18, 1964, the employer said that "the only way they are able to keep the paper in publication is by he and his partner working about 160 hours a week, as well as other members of the staff working more than the normal 40 hours per week . . .". He further stated "the paper still does not have as many pages to it as prior to the dispute."

The latter statement is directly contradicted by the figures obtained by the union at the . . . Public Library. The first statement is not of much value since we are not told how much overtime the other employees are putting in, whether each of the partners works 160 hours a week (that is, 23 hours a day, seven days a week), or what their hours were prior to the strike.

No evidence has been produced to show why, five and a half months after the strike commenced, the employer must still rely on "emergency measures", why he has not been able to make suitable arrangements for more staff if he truly wants more staff. In short, it has not been shown that these emergency measures result from the strike. Consequently that argument can be given little weight.

The Commission's legal officer has contended that the strike benefits received by the claimant were earnings within the meaning of section 172 of the Regulations, that is to say, that they were payments made pursuant to a contract of service.

It is conceivable that the union could, if its rules permitted, make a contract with a non-member to perform picket duty in return for wages. It is even conceivable that it could make such a contract with a member. The question is, did the benefits received by the claimant, and the duties performed by him, result from such a contract, or were they simply concurrent rights and obligations arising from his membership in the union.

The evidence shows that the claimant is obligated to picket when called on, and is entitled to receive strike benefits by virtue of the rules of the union of which he is a member. Further, he is entitled to strike benefits whether called on to picket or not. Conversely he may be called on to picket, whether entitled to benefits or not. The fact that he could be refused benefits if he refused to picket when called on, is a union disciplinary rule and cannot render the receipt of benefits "conditional" on performing picket duty, much less render the relationship a contract of service.

There is in fact no evidence of any contract of service between the claimant and his union existing as a relationship separate and apart from that relationship which arose when the claimant joined the union.

I consequently decide to allow the union's appeal.

Recent Regulations (*Continued from page 1209*)

Quebec Industrial and Commercial Establishments Act

New regulations under the Quebec Industrial and Commercial Establishments Act make it compulsory for all persons working on construction or demolition sites for public buildings, industrial establishments, as well as the excavation of trenches four feet or more in depth to wear safety helmets. Previously, only persons working in trenches more than four feet deep were required to wear safety hats.

As before, safety hats are to be made of an approved material and are to be provided by the contractor.

The new regulations were approved by O.C. 1834 and O.C. 1930 gazetted on October 9.

Wage Schedules Prepared and Contracts Awarded in October

Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 359 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and for certain services. In the same period, a total of 223 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 202 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, The St Lawrence Seaway Authority and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Central Mortgage and Housing Corporation	1	$ 25,087.82
Defence Production	118	368,311.00
Post Office	32	286,221.00
Transport	1	1,717.50

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The federal Government's Fair Wages and Hours of Labour legislation ensures that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in October

During October the sum of $2,932.44 was collected from five contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 83 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in October

ATOMIC ENERGY OF CANADA LIMITED

Deep River Ont: J G Fitzgerald & Sons Ltd, reroofing & insulation, hospital.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal area Que: Dominion Landscapers Construction Ltd, snow removal, Le Domaine & Pavillon Mercier; Dominion Landscapers Construction Ltd, snow removal, Place St Louis & Bellerive apts; Belgo Construction, snow removal, Blvd Pie IX apts, Terrasse Belleville, Terrasse St Michel, Villeray Terrace & Anjou apts; Roger Therien, snow removal, St George Gardens & Place Gouin. *Pointe aux Trembles Que:* North State Paving Reg'd, site renovations, St George Gardens. *Ville St Laurent Que:* Laurentian Landscape Ltd, site renovations, Place Benoit. *Ottawa Ont:* V K Mason Construction Ltd, construction of housing units, site works & services, FP 4/64.

In addition, this Corporation awarded 16 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: Jean Paul Labrecque, construction of houses, Amos reserve. *Caughnawaga Indian Agency Que:* Domaine Robinson Inc, alterations & additions to office, Caughnawaga reserve; La Compagnie Rosaire Clair Ltee, sewer & water extension to school area, Caughnawaga day school. *St Regis Indian Agency Que:* John Entwistle Construction Ltd, construction of additional washroom facilities, St Regis day school. *Chapleau Indian Agency Ont:* M J Sauriol, construction of road between Regan & Mobert reserves.

Battleford Indian Agency Sask: North-West Plumbing & Heating Ltd, supply & installation of heating boiler, Onion Lake residential school. *Crooked Lake Indian Agency Sask:* G Hahn Contracting Ltd, construction of sewage treatment lagoon, Cowessess residential school; Automatic Sprinkler Co (1964) Ltd, installation of fire sprinkler system, Cowessess residential school. *File Hills Qu'Appelle Indian Agency Sask:* Pantel Plumbing & Heating Ltd, water main extension, Pasqua reserve. *Meadow Lake Indian Agency Sask:* Patrick Construction Co Ltd, installation of water supply & sewage disposal systems, Loon Lake reserve; Cas's Plumbing & Heating Ltd, construction of oil storage facilities, Peter Pond day school. *Pelly Indian Agency Sask:* Paul M Strilaiff, construction of road, Cote reserve. *Hobbema Indian Agency Alta:* Allan Johnston, construction of road & driveways, Samson reserve.

DEFENCE CONSTRUCTION (1951) LIMITED

Dartmouth N S: Dennis Thibault, replacement of kitchen counter tops in apts. *Bouchard Que:* Sauve Construction Ltee, renovations to bldg 4, camp. *St Jean Que:* Malach Roofing & Flooring Ltd, reroofing of bldgs 107 & 108, RCAF Station. *Valcartier Que:* Pepiniere J Moraldo Engr, planting of trees & shrubs, camp; Pavage Frontenac Ltd, paving of roads, camp. *Camp Borden Ont:* Gazzola Paving Ltd, construction of asphalt sidewalks; E S Fox Ltd, replacement of steam & return lines. *Shirley Bay Ont:* Dibblee Construction Co Ltd, construction of traffic island passing lane & parking areas on entrance road & extension to roadway lighting.

Portage la Prairie Man: A Forsythe Coal Co Ltd, construction of water supply main, RCAF Station. *Prince Albert Sask:* Barzeele & Burkosky Ltd, paving of road for DRB. *Penhold Alta:* McCormick Electric Ltd, replacement of electrical well cables. *Ralston Alta:* Cote Sheet Metal, replacement of gas furnaces in housing units.

In addition, Defence Construction (1951) Limited awarded two contracts containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Morrison & McRae Ltd, repaving main parking lot, RCAF Station. *Bedford N S:* Tasco Sheet Metal & Roofing Co Ltd, repairs to roofing & flashings, bldgs 171-174, naval ammunition depot. *Cornwallis N S:* L W Jackson & Son, renewal of hot water storage tank in bldgs, HMCS *Cornwallis;* D J Lowe Ltd, removal of chimneys, etc, HMCS *Cornwallis;* D J Lowe Ltd, renewal of asbestos shingles on bldgs 1, 2 & 47, HMCS *Cornwallis;* L G Rawding, renewal of grass areas, HMCS *Cornwallis. Dartmouth N S:* Richards-Wilcox Co, supply & installation of electrically-operated door, bldg 3A, naval armament depot. *Greenwood N S:* Croft Metal Products Ltd, replacement of windows in wartime bldgs, RCAF Station; Roy V Germain Ltd, supply & installation of additional apron floodlights, etc, hangars 11, 12 & 13, RCAF Station; Municipal Spraying & Contracting Ltd, replacement of concrete curbs & gutters in married quarters area, RCAF Station; M L Wallace, reshingling of roofs, married quarters, RCAF Station.

Halifax N S: Allied Maintenance Services Ltd, cleaning service, HMCS *Stadacona;* Bluenose Construction Ltd, renovations to apartments in bldg 2, RCAF Station *Gorsebrook,* South st; Chase's Masonry & Steeplejack Contracting, repairs to retaining wall, HMCS *Stadacona;* C W Stone Ltd, exterior repairs & waterproofing of bldg D 59, HMC dockyard; C W Stone Ltd, repairs & waterproofing of bldgs D17 & D19, HMC dockyard. *Shearwater N S:* Webb Engineering Ltd, renewal of cold water ring main in central heating plant, RCN air station.

Moncton N B: A N Clarke & Son Ltd, interior painting of recreation hall, Acadia Park, supply depot 5, RCAF; Eastern Paving Ltd, resurfacing loading area south of bldg 31, supply depot 5, RCAF. *Montreal Que:* J & R Weir Ltd, repairs to boilers, works coy 4. *St Jean Que:* Messier & Frere, exterior painting of bldgs, RCAF Station. *Brockville Ont:* Glen Smith, repairs to plaster & repainting of armoury. *Camp Borden Ont:* Miller Paving Ltd, repairs to & sealing parade squares. *Centralia Ont:* Allen Electric Ltd, installation of fire alarm system in bldg 13, RCAF Station; Lavis Contracting Co Ltd, rebuilding & resurfacing of roads in married quarters area, RCAF Station.

Clinton Ont: Dumont Aluminum Ltd, supply & installation of storm & screen windows, bldgs 75 & 89, RCAF Station. *Galt Ont:* Kon Luksts, general maintenance repairs, armoury. *Hamilton Ont:* Toronto Building Cleaning & Tuckpointing Ltd, general repairs to bldg 4, HMCS *Star. Ipperwash Ont:* George Andelfinger interior painting of bldgs, camp. *Kingston Ont:* Canadian Shipbuilding & Engineering Ltd, (Kingston Shipyards Division), repairs to ventilation system, Barriefield camp. *North Bay Ont:* Steds Ltd, construction of concrete block bldg at Sage, RCAF Station; Stradwick Brown Ltd, installation of terrazzo tile floors in shower rooms, various barrack blocks, RCAF Station. *Uplands Ont:* H J McFarland Construction Co Ltd, paving of roads, RCAF Station.

Rivers Man: Hay Decorating Co Ltd, interior painting of barrack block 49, CJATC camp; Hay Decorating Co Ltd, interior painting of barrack block 50, CJATC camp; Hay Decorating Co Ltd, interior painting of bldg 19, CJATC camp. *Moose Jaw Sask:* Achen Construction Co Ltd, installation of primary power supply, RCAF Station. *Regina Sask:* Michael Argan Ltd, repairs to floors & tiling, armoury; Les Mair & Co, interior painting of armoury. *Comox B C:* armco Drainage & Metal Products of Canada Ltd, erection of prefabricated-type bldg, RCAF Station. *Vancouver B C:* Vancouver Pile Driving & Contracting Co Ltd, removal of timbers & raising level of rip-rap, wharf, Jericho Beach.

In addition, this Department awarded 65 contracts containing the General Fair Wages Clause.

NATIONAL CAPITAL COMMISSION

Ottawa Ont: Mechron Engineering Products Ltd, installation of automatic start diesel alternator set & controls, CN/CP telecommunication bldg; Hurdman Paving Ltd, reconstruction of Elgin Street from Lisgar Street to Laurier Avenue; Menard Construction Ltd, construction of concrete arch over storm sewer, Nepean Bay, Ottawa River Parkway; Dibblee Construction Co, grading of Parkdale intersection, Ottawa River Parkway.

NATIONAL HARBOURS BOARD

Montreal Que: A Payette Construction Ltee, relocation of railroad tracks, section 62-68. *Quebec Que:* Delmont Construction Ltee, construction of shed 1, Wolfe's Cove terminal. *Vancouver B C:* Tide Bay Construction Ltd, conversion of heating system, North Lynn marine properties.

POST OFFICE DEPARTMENT

This Department awarded 15 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Cooksville Ont: Leo Contracting Co Ltd, construction of sanitary collector sewer, Lakeshore Road to Cawthra Road; Alcan-Colony Contracting, construction of sanitary collector sewer, Camilla Road to Upper Middle Road. *Galt Ont:* Warden Construction Co Ltd, construction of north end trunk sanitary sewer, (stage 3), Hespeler Road from Dunbar Road to Bemova Street.

DEPARTMENT OF PUBLIC WORKS

Beauline East Nfld: Power Construction Ltd, construction of wharf. *Beaumont Nfld:* Guy Eveleigh, wharf reconstruction. *Big Brook Nfld:* Gid Sacrey Ltd, construction of fishermen's wharf. *Bonavista Nfld:* Universal Pipe Line Welding Ltd, installation of water supply system. *Cape Freels Nfld:* Beaton Abbott, slipway reconstruction. *Mount Arlington Heights Nfld:* Signal Construction Ltd, construction of community stage. *Nobles Cove (Nippers Harbour) Nfld:* Gid Sacrey Ltd, reinforcing of breakwater. *Reef Harbour Nfld:* Twillingate Engineering & Construction Co Ltd, wharf repairs.

St John's Nfld: C C M Construction Co Ltd, harbour improvements (King's & Queen's wharf reconstruction). *Thornlea Nfld:* William A Trask Ltd, construction of wharf, canopy & shed. *Tilt Cove Nfld:* Gid Sacrey Ltd, wharf repairs. *Tors Cove Nfld:* Walter J Power, wharf repairs. *Twillingate Nfld:* Twillingate Engineering & Construction Ltd, ferry terminal improvements. *Bay Fortune Harbour P E I:* Douglas & MacEwen Construction Ltd, construction of haul-up slip.

Ellerslie P E I: Noye & Noye, construction of seawall. *Fishing Cove P E I:* Winnifred G Phillips, construction of protection wall. *Georgetown P E I:* Douglas Bros & Jones Inc, construction of water supply & sewage collection systems. *Miminegash Harbour P E I:* Schurman Construction Ltd, construction of steel frame skeleton bldg & truck scales, Irish moss experimental plant. *Sea Cow Pond P E I:* Northumberland Construction Ltd, construction of boat harbour. *Canso N S:* Waverley Construction Co Ltd, construction of water & sewerage systems. *Carleton Village N S:* Mosher & Rawding Ltd, wharf repairs. *Creignish N S:* Albert MacDonald, breakwater repairs.

Dartmouth N S: Halifax Heating & Air Conditioning Co Ltd, alterations to air conditioning of computer room, Bedford Institute of Oceanography. *East Ferry N S:* Shaw & Gidney Ltd, breakwater repairs. *Halifax N S:* J D Bremner & Son Ltd, addition of heating controls, federal bldg. *Hubbards N S:* Porter Brothers Ltd, construction of federal bldg. *King's Cove N S:* Dunn Construction Co Ltd, construction of wharf. *Rockdale N S:* Albert MacDonald & J A Campbell, breakwater repairs. *West Advocate N S:* Vernon I Lunn, breakwater repairs.

Burnt Church N B: Calvin Clay Williston, wharf repairs. *Campbellton N B:* Sharp Construction Co Ltd, paving. *Near Cape Tormentine N B:* Diamond Construction (1961) Ltd, construction of approach roads to Northumberland causeway. *Caraquet N B:* Comeau & Savoie Construction Co Ltd, wharf repairs; La Construction Baie Chaleur Ltd, construction of additional wharf area (ice plant). *Green Point N B:* Calvin Clay Williston Ltd, wharf repairs. *Point Sapin N B:* Aurele Gaudet, wharf repairs. *Pokesudie N B:* Edmond V Robichaud, bridge improvements. *St Thomas N B:* Leo LeBlanc, wharf extension. *Shippegan N B:* Comeau & Savoie Construction Ltd, wharf repairs.

Acton Vale Que: Deshaies & Raymond Inc, alterations to public bldg. *Ancienne-Lorette Que:* Ambroise Houle, alterations to post office bldg. *Gaspe Que:* Eudore McRae, interior cleaning of federal bldg. *Georgeville Que:* Charles Partington, wharf repairs. *Grenville Que:* A J Lavergne, wharf repairs. *Lac Caron (St Roch de Bellecombe) Que:* Gilles Mercier Engr, construction of launching ramp & approach improvements. *Lac Matchi (Manitou) Que:* Pierre Raymond, construction of wharf—launching ramp. *Lanoraie Que:* Fernand Dauphin, repairs to protection works. *L'Anse au Beaufils Que:* Rene Omer Couture, harbour repairs. *Laval des Rapides Que:* Les Entreprises Alpha Cie Ltee, extension of loading platform, paving & repairs, federal bldg.

Lennoxville Que: Marquis & Freres Ltee, installation of laboratory in basement of administration bldg, experimental farm, Dept of Agriculture. *Louiseville Que:* Laboratoires Choisy Ltee, interior cleaning & grounds maintenance, federal bldg. *Matane Que:* Georges Tremblay, construction of protection works. *Montreal Que:* R Carmichael & Co Ltd, installation of air conditioning & related work, Dept of Public Works bldgs, 1631 Delorimier ave. *Perce Que:* Gulf Maritime Construction Ltd, wharf improvements.

Rimouski Que: Georges Roy, harbour repairs. *St Antoine de Tilly Que:* Bergeron & Fils Ltee, construction of protection works. *Ste Martine Que:* Bergevin Construction Inc, interior alterations & construction of retaining wall. *Three Rivers Que:* De Blois Construction Ltee, asphalt paving & concrete curbs for federal bldg. *Tracy Que:* Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall. *Val St Gilles (Lac Turgeon) Que:* Gabriel Lajeunesse, construction of wharf.

Amherstburg Ont: McQueen Marine Ltd, construction of customs reporting station. *Bayfield Ont:* Dean Construction Co Ltd, repairs to south pier. *Cardinal Ont:* Fort Construction & Equipment Ltd, construction of post office bldg. *Connaught Ont:* Nipissing Construction Co Ltd, wharf repairs. *Cornwall Ont:* John Entwhistle Construction Ltd, construction of addition to school & alterations to bldg, St Regis agency. *Elliot Lake Ont:* Hill-Clark-Francis Ltd, addition to Dept of Mines & Technical Surveys bldg.

Gravenhurst Ont: Wilbert L Jackson, interior cleaning & maintenance of federal bldg. *Havelock Ont:* Stirling Lumber Ltd, exterior & interior alterations to post office bldg. *Hornepayne Ont:* Morin Builders Ltd, construction of post office bldg. *Juniper Island Ont:* Burprom Ltd, wharf repairs. *Kingston Ont:* R E Ferguson Ltd, replacement of electrical fixtures, UIC bldg. *Little Current Ont:* Albert Haigh, construction of wharf. *London Ont:* Chamberlin Metal Weather Strip Co Ltd, alterations & repairs to Westmount bldg, 388 Dundas Street.

Ottawa Ont: The G R Locker Co, installation of incinerator, central heating plant, Confederation Heights; Goldstein Bros Ltd, installation of emergency lighting system, Sir Alexander Campbell bldg, Confederation Heights; Roger Boivin Painters Ltd, exterior painting of temporary bldgs 6 & 9, Sussex Drive; O'Leary's (1956) Ltd, site development & storm sewers, Dept of Agriculture headquarters, CEF; Grover Transitubes of Canada Ltd, installation of pneumatic tube system from "A" to "B" bldg, Cartier Square; Dibblee Construction Co Ltd, base course, paving & lighting, RCMP Headquarters; Frost Steel & Wire Co Ltd, construction of security fence, RCMP Headquarters; Beaver Construction (Ontario) Ltd, installation of sanitary sewer connection, CEF; M J Lafortune Construction Ltd, alterations to food & drug laboratory, Tunney's Pasture; Atlas Building Cleaning Co, interior cleaning, etc, Connaught bldg, Sussex Drive; Canadian Ice Machine Co Ltd, installation of air conditioning units, Dept of Mines & Technical Surveys, 555 Booth Street; Beaudoin Construction Ltd, alterations to third floor, Langevin Block.

Port Arthur Ont: O A Ruoho, repair & extension of the made island rubble mound training wall, Nipigon river. *Richards Landing Ont:* Nipissing Construction Co Ltd, repairs & extension to wharf. *Richmond Hill Ont:* Renkay Construction Ltd, installation of conveyor belt, post office bldg. *Rocky Point Ont:* Stan Dolyny Ltd, wharf improvements. *Tecumseh Ont:* Suburban Construction (Windsor) Ltd, alterations to federal bldg. *Winnipeg Man:* Western Tools & Industries (1960) Ltd, alterations to Dept of Transport accommodation, general post office bldg.

Regina Sask: Conn-Mac Mechanical Contractor Ltd, installation of gymnasium & swimming pool ventilation, RCMP barracks; Roantree Plumbing & Heating Ltd, installation of postal bag dust removal system, post office; Mr Clean Building Cleaning Services Ltd, interior cleaning of taxation bldg. *Saskatoon Sask:* A L Adams Construction Ltd, alterations & improvements to entrance & vestibule, federal bldg. *Simpson Sask:* L E Fitzgerald Construction Ltd, construction of post office bldg. *Calgary Alta:* Oland Construction Co Ltd, construction of regional office, Dept of Mines & Technical Surveys.

Jasper National Park Alta: Mannix Co Ltd, grading, drainage, base course & bridge, mile 7.6—16.1, Jasper-Yellowhead hwy. *Lethbridge Alta:* Tollestrup Construction Co Ltd, installation of water distribution system, Dominion Experimental Farm. *Campbell River B C:* Ed Sawchuck Contracting Co Ltd, wharf repairs. *Cape Mudge B C:* Ed Sawchuck Contracting Co Ltd, float renewal. *Glacier National Park B C:* Shuswap Sand & Gravel, drainage improvements, mile 14—26. *Mount Kobau B C:* Peter Kiewit Sons Co of Canada Ltd, construction of national observatory access road for Dept of Mines & Technical Surveys.

New Westminster B C: Tarmac Development Co Ltd, construction of parking facilities & access road, regional headquarters, BC penitentiary. *Oliver B C:* W H Taylor Construction Ltd, construction of RCMP detachment quarters. *Port Washington B C:* Pacific Pile Driving Co Ltd, float addition. *Vancouver B C:* Allan & Viner Construction Ltd, alterations to laboratory, Dept of National Health & Welfare food & drug directorate, Custom House; J Boshard & Son Ltd, cleaning & repainting exterior of post office.

Hay River N W T: Silisky Construction Ltd, construction of federal bldg. *Yellowknife N W T:* O I Johnson Construction Ltd, alterations to RCMP detachment bldg. *Whitehorse Y T:* Malamute Construction Co, relocation of residential garages & replacing concrete floors & foundations, federal housing units.

In addition, this Department awarded 80 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Caughnawaga Que: Payette Construction Ltee, landscaping. *St Lambert Que:* Concrete Coring & Cutting Ltd, diamond drilling work, lock. *St Catharines Ont:* Frost Steel & Wire Co Ltd, supply & erection of chain link fence to enclose storage area of testing laboratories & stores bldgs, 508 Glendale Avenue, Welland Canal. *St Catharines & Thorold Ont:* Annett Chemicals Ltd, grouting of mooring galleries, locks 4 & 5, etc. *St Catharines, Thorold & Port Colborne Ont:* Court Industries Ltd, supply & installation of security screening on windows of lock machinery bldgs, Welland Canal. *Welland Ont:* Berthold Concrete Restoration Specialists, restoration of easterly & westerly counterweights of bridge 16 to original dimensions, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded two contracts containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

Cape Anguille Nfld: Thompson Construction (Chemong Ltd), grading, drainage & fencing of access road to light station. *Francois Point Nfld:* Cameron Contracting Ltd, demolition of bldgs & fencing & construction of dwelling, combined fog alarm & light tower bldgs. *Pownal P E I & Scoudouc N B:* Nordbec Construction Inc, installation of diesel electric generating units & related work at Charlottetown TACAN DC-1516 & Moncton TACAN DC-1517.

Mill Village N S: Acadia Construction Ltd, paving of entrance road to ground station. *Dorval Que:* Societe Sanitaire Laval Ltee, garbage collection & disposal, Montreal international airport. *Atikokan Ont:* J Anderson Construction, construction of meteorological services bldg. *Kapuskasing Ont:* Champagne Electric Ltd, replacement of MI lighting, runway 17—35, etc.

London Ont: McLean-Peister Ltd, landscaping development, air terminal area, airport. *Malton Ont:* Bedard-Girard Ltd, installation of electrical power facilities for industrial hangar area, Toronto international airport. *Newboro Ont:* E A Crain Construction Ltd & The Alexander Fleck Ltd, mechanization of lock 36, Rideau canal. *Scarborough Ont:* Martin Brothers, conversion of meteorological field station heating system. *Sudbury Ont:* Roseboro Construction & Equipment Ltd, construction of field electrical centre bldg & related work.

Uplands Ont: A G Reed Ltd, renovation of electrical vault in DOT, Ottawa International Airport. *La Ronge Sask:* Amos Construction Ltd, construction of meteorological services bldg & dwellings. *Edmonton Alta:* McCormick Electric Ltd, installation of visual approach slope indicator on runway 29 & related work, international airport.

Lethbridge Alta: McCormick Electric Ltd, construction of air traffic control tower, access road, relocation of lighting controls, emergency power & related work, airport. *Kamloops B C:* Max Daburger Contracting Ltd, extension to air terminal bldg. *Vancouver B C:* The Foundation Co of Canada Ltd, construction of air terminal bldg, international airport.

In addition, this Department awarded 22 contracts containing the General Fair Wages Clause.

DEPARTMENT OF VETERANS AFFAIRS

London Ont: Riverside Construction Co, repairs to roads, Westminster Hospital. *Toronto Ont:* Power Cable Installation (Toronto) Ltd, installation of switchgear for high voltage distribution system, Sunnybrook Hospital. *Calgary Alta:* Poole Construction Co Ltd, sealing of windows, Colonel Belcher hospital; Demers & Chisolm Sheet Metal Ltd, installation of air conditioning equipment in operating room, Colonel Belcher Hospital.

PRICE INDEXES

Consumer Price Index, November 1965

The consumer price index (1949=100) for Canada at the beginning of November rose 0.6 per cent to a record 140.2 from 139.3 in October. The November index was 3.2 per cent higher than the November 1964 index of 135.9.

The increase during the month resulted mainly from a 1.8 per cent rise in the food index, although indexes for housing, clothing, health and personal care, and recreation and reading were slightly higher than in October. The tobacco and alcohol index declined fractionally; the transportation index was unchanged.

The food index increased 1.8 per cent to 138.2 from 135.7. For eggs, potatoes, tomatoes, celery, lettuce, fresh milk, beef, pork, fish, poultry, lard, margarine, coffee, canned tomatoes, peaches and pears, prices increased; for grapefruit, bananas, hamburg, bacon, lamb, veal, sugar, cake mix, powdered skim milk, onions and turnips, they decreased.

The housing index increased 0.3 per cent to 142.0 from 141.6 because of increases in both the shelter and household operations components. The shelter component rose because of increases in both rent and home-ownership costs, including property taxes and repairs. The household operation component increased slightly as prices advanced for furniture, textiles, utensils and equipment. Prices for fuel oil and household supplies declined slightly.

The clothing index rose 0.4 per cent to 123.7 from 123.2. Prices were higher for piece goods and footwear. Price movements in men's, women's and children's wear were mixed: for men's and children's wear, prices increased; for women's wear, they remained unchanged.

The transportation index was unchanged at 148.7. Price movements for automobiles were mixed, lower prices in some cities balancing higher prices in others. Scattered price increases for gasoline and motor oil were offset by seasonally lower train fares.

The health and personal care index rose 0.5 per cent to 177.9 from 177.0. Higher prices for prescriptions and other pharmaceutical items moved the health care component. The personal care component advanced because of price increases for men's haircuts, women's hairdressing and personal supplies.

The recreation and reading index moved up 0.5 per cent to 155.0 from 154.2, prices were higher for motion picture admission, skates, hockey sticks and camera film, but the reading component remained unchanged.

The tobacco and alcohol index edged down 0.2 per cent to 122.3 from 122.6; prices were lower for cigarettes but the alcohol component remained unchanged.

Group indexes in November 1964 were: food 132.0, housing 139.3, clothing 120.9, transportation 141.4, health and personal care 170.7, recreation and reading 152.3, tobacco and alcohol 121.6.

City Consumer Price Indexes, November 1965

Consumer price indexes (1949=100) declined between September and October in seven of the ten regional cities, rose in one, and remained unchanged in two. Movements ranged from a decrease of 0.4 per cent in Ottawa to an increase of 0.3 per cent in Montreal.

Food indexes were lower in all cities, with movements ranging from 0.1 per cent in Montreal to 2.3 per cent in Ottawa. Housing indexes moved up slightly in six cities, edged down in one, and were constant in three.

Clothing indexes were higher in eight cities, lower in one and unchanged in one. Transportation indexes decreased in five cities, increased in three cities and held steady in two. Health and personal care indexes rose in all cities. Recreation and reading indexes moved up in six cities and down in four. Tobacco and alcohol indexes were unchanged in all cities.

Regional consumer price index point changes between September and October were: Ottawa —0.5 to 138.5; Saint John —0.4 to 137.1; Vancouver —0.4 to 135.4; Halifax —0.3 to 134.5; Toronto —0.3 to 140.8; Edmonton-Calgary —0.3 to 130.6; St. John's —0.2 to 122.9*; Montreal +0.4 to 138.5; Winnipeg and Saskatoon-Regina remained unchanged at 135.3 and 132.2, respectively.

Canadian farm products prices at terminal markets (1935-39=100) rose 0.9 per cent from 234.7 to 236.9 in the three-week period ended October 22. The field products price index rose from 167.5 to 172.3. The animal products price index dropped slightly from 301.9 to 301.5.

The price index of residential building materials (1935-39=100) rose 0.2 per cent in October to 345.1 from 344.5 in September. On the 1949 base it rose to 151.4 from 151.1.

The price index of non-residential building materials (1949=100) edged up 0.1 per cent to 148.2 from 148.0.

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* On base June 1951=100.

Wholesale Price Index, October 1965

The general wholesale index (1935-39=100) rose 0.4 per cent in October to 252.0 from the September index of 251.0, and was 32 per cent higher than the October 1964 index of 244.3. Six of the eight major group indexes advanced, two declined.

The animal products group index rose 1.2 per cent in October to 281.8 from the September index of 278.3, and the vegetable products group index advanced 1.1 per cent to 216.0 from 213.7. Increases of 0.2 per cent or less occurred in the following major group indexes: wood products to 333.6 from 333.1; textile products to 245.7 from 245.5; non-metallic minerals to 192.6 from 192.4; and chemical products to 201.0 from 200.7

The iron products group index declined 0.4 per cent to 266.4 from the September index of 267.4, and the non-ferrous metals products group index moved down 0.1 per cent to 219.0 from 219.2.

U.S. Consumer Price Index, October, 1965

The United States consumer price index (1957-59=100) rose in October by 0.2 per cent to 110.4 per cent, a record high. In September the index was 110.2 per cent and a year ago it stood at 108.4.

The increase was due to an advance in all major items except food, which remained at 109.7. A drop in meat prices was seasonal and was the first decline since February, but these prices still stood 10 per cent above a year ago.

Apparel prices rose by 0.6 per cent; footwear prices by 0.9 per cent, with men's shoe prices climbing by 1.4 per cent; and new car prices rose by 1.2 per cent.

British Index of Retail Prices, September 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 113.0 in mid-September compared with 112.9 in mid-August and 107.8 in mid-September 1964.

The food index dropped almost one-half of 1 per cent to 111.7 from 112.1 in August. Principal changes in this group were caused by reductions in the average prices of most fresh vegetables and of apples.

Charges for fuel and light rose by more than 2 per cent; transport and vehicles group was unchanged; and services rose by nearly one-half of 1 per cent principally because of a rise in the price of admission to football matches. The other six groups showed little change.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 206

Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1964.* Ottawa, Queen's Printer, 1965. Pp. 96.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wages and Hours, Primary Textiles Industry, 1963. Salaires et heures, industrie textile primaire, 1963.* Ottawa, Queen's Printer, 1965. Pp. 14. Text in English and French.

Business

3. CONFERENCE ON THE COMMUNICATION OF SCIENTIFIC AND TECHNICAL KNOWLEDGE TO INDUSTRY, STOCKHOLM, 1963. [*Proceedings.* Paris] Organization for Economic Cooperation and Development [1965] Pp. 188.

Representatives of industry, the press and the scientific world discussed scientific and technical communication in the business firm.

4. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Setting up Your Company's Technical Information Service. (With Thirteen Case Studies).* Paris, 1965. Pp. 59.

Partial Contents: Why a Company Library? The Information Officer and the Cost of the Information Service. Inter-Firm Information Service Co-operation. Functions and Activities of the Company Information Service. Sources of Information. Setting up and operating the Information Service.

Collective Bargaining

5. CHAMBERLAIN, NEIL W. *Collective Bargaining* [by] Neil W. Chamberlain [and] James W. Kuhn. 2d ed. New York, McGraw-Hill, 1965. Pp. 451.

An examination of collective bargaining and all its aspects in the United States. Partial Contents: The Negotiation Process. The Subject Matter of Collective Bargaining. Grievance Procedures. Bargaining Power. The Bargaining Unit. The Law of Collective Bargaining. Strikes and Collective Bargaining.

6. QUINET, FELIX. *L'étude des conventions collectives au Canada; une série de cinq exposés présentés par Félix Quinet, chef, Services des conventions collectives, Direction de l'économique et des recherches, Ministère du travail, Canada.* Ottawa, [Canada Ministère du travail] 1965. Pp. 67.

"Les exposés présentés ici, à l'exception du dernier, ont déja été publiés dans *Relations industrielles,* revue trimestrielle du Département des relations industrielles de Université Laval à Québec." Le titre en anglais: The study of collective agreements in Canada . . .

7. QUINET, FELIX. *The Study of Collective Agreements in Canada; a Series of Five Papers presented by Felix Quinet, Head, Collective Bargaining Section, Economics and Research Branch, Department of Labour, Canada.* Ottawa [Canada Dept. of Labour] 1965. Pp. 60.

"The papers presented here, with the exception of the last one, have already been published in *Relations industrielles—Industrial Relations,* the quarterly journal of the Department of Industrial Relations at Laval University, Quebec."

Title in French: "L'étude des conventions collectives au Canada . . ."

Contents: The Analysis of Collective Agreements: Methodological Aspects. Study of Collective Agreements Effective in Canadian Manufacturing Industries in 1962. Comments on the Results of a Study of Collective Agreements (covering a total of 275,000 employees) in Force in Canadian Manufacturing Industries (1962). Implications of Technological Change for the Role of Statistics and Research in Collective Bargaining and Industrial Relations. Technological Change and Collective Agreements.

8. RAO, AJJAROPU VENKATA RAMAN. *Collective Bargaining versus Government Regulation, India and U.S.A.* Bombay, Allied Publishers Private Limited, 1964. Pp. 198.

Assesses public policy in industrial relations with respect to present Indian labour legislation and the Five Year Plans, with a comparison to experience in the United States.

Economic Conditions

9. MANITOBA ECONOMIC CONSULTATIVE BOARD. *Second Annual Report.* March 1965. Winnipeg, 1965. Pp. 53

The Board was established in October 1963. The first report describes the Board's membership, terms of reference and staff, activities and approach to its terms of reference.

The Second Report outlines the functions of the Board, its approach to its task and its proposed research program. Reviews current economic developments, medium to long-term outlook, and suggests immediate needs.

10. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Portugal* [1964. Paris, 1964] Pp. 39.

Economics

11. SELLIER, FRANCOIS. *Economie du travail,* par François Sellier et André Tiane. Paris, Presses univeritaires de France, 1962. Pp. 636.

A textbook on labour economics intended for university students.

12. *25 Economic Essays in English, German, and Scandinavian Languages, in Honour of Erik Lindahl, 21 November, 1956.* Stockholm, Ekonomisk Tidskrift, 1956. Pp. 412.

Partial Contents: Macroeconomics and Linear Programming, by Ragnar Frisch. Self determination and Economic Assistance for Underdeveloped Countries, by Dag Hammarskjold. On Wage-Drift; a Problem of Money-Wage Dynamics, by Bent Hansen and Gosta Rehn. Methods of Dynamic Analysis, by John R. Hicks.

Education

13. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Report of a Survey on Programmed Instruction in the Federal Government Service.* Conducted in co-operation with the Canadian Council for Research in Education by the Technical and Vocational Training Branch, Department of Labour, Ottawa. Ottawa, 1965. Pp. 21.

14. INTERNATIONAL BUSINESS ADMINISTRATION CONFERENCE, INDIANA UNIVERSITY, 1963. *Education in International Business; Proceedings of the International Business Administration Conference sponsored by the Graduate School of Business, Indiana University, Bloomington, Indiana.* Stefan H. Robeck and Lee C. Nehrt, editors. Bloomington, Ind., Graduate School of Business, Indiana University [c1964]. Pp. 175.

"International business programs and course descriptions at selected schools": p. 124-164.

15. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. STUDY GROUP IN THE ECONOMICS OF EDUCATION. *The Residual Factor and Economic Growth.* Paris, 1964. Pp. 279.

Partial Contents: Measuring the Contribution of Education (and the Residual) to Economic Growth, by Edward E. Denison. Economic Growth and Technical Progress. An Essay in Sequence Analysis, by Ingvar Svennilson. A Planning Model for the Educational Require-

ments of Economic Development, by Jan Tinbergen and H. C. Bos. Towards a New Political Economy? or Some Problems of Some Aspects of Economics in the Light of "Human Resource" Concepts, by John Vaizey. Includes comments on papers.

16. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Education and National Development in Mexico,* by Charles Nash Myers. Princeton, 1965. Pp. 147.

An examination of the development of human resources in Mexico in the periods 1920 to 1940 and 1940 to 1960. The author shows that in regions where economic growth has been rapid, educational growth has been rapid and where economic growth has been slow, educational growth has been slow.

Education, Vocational

17. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Counselling and Guidance for Educational and Vocational Development.* Ottawa, 1965. Pp. 37.

18. MARTIN, VICTOR. *Accelerated Vocational Training for Adults, a Comparative Study; Objectives, Organization, Syllabuses and Methods, Future Prospects.* Paris, Organization for Economic Cooperation and Development [1965] Pp. 132.

Describes the steps taken to promote the training of adults by using methods described as "accelerated," in Belgium, France, Great Britain and the Netherlands.

19. U.S. DEPARTMENT OF LABOR. *Manpower Research and Training, in Accordance with Section 309 of the Manpower Development and Training Act; Report of the Secretary of Labor transmitted to Congress. March 1965.* Washington, GPO, 1965. Pp. 219.

20. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Organizing a Dental Assistant Training Program.* Developed jointly by the Division of Vocational and Technical Education of the U.S. Office of Education and the Division of Dental Public Health and Resources of the U.S. Public Health Service. Washington, GPO, 1965. Pp. 43.

Industrial Relations

21. COYLE, JOHN B. *Human Relations and Business Management.* [Ann Arbor, Mich., Edward Brothers, inc., c1959] Pp. 101.

Contents: Human Relations. Personnel Relations. Labor Relations. Communications. Social Legislation.

22. FINKELMAN, JACOB. *The Ontario Labour Relations Board and Natural Justice.* Kingston, Ont., Industrial Relations Centre, Queen's University, 1965. Pp. 60.

"Most of the material [in this volume] constitutes the substance of lectures delivered to the students of the Faculty of Law, Queen's University, Kingston, in March, 1963. The material, however, has been revised, expanded, and brought up to date."

The author, Chairman of the Ontario Labour Relations Board, describes how the Board has carried out its duties since its formation in 1944.

23. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Labour Relations and Conditions of Work in Britain.* London, 1964. Pp. 43.

24. U.S. ATOMIC ENERGY LABOR-MANAGEMENT RELATIONS PANEL. *Report [to the President] Fiscal Years 1957-1964.* [Washington, GPO, 1965?] Pp. 23.

The Panel was established "to handle disputes threatening interference with an essential part of the United States atomic energy program." This report covers the eight-year period from July 1, 1956, through June 30, 1964 during which time the Panel handled an average of about five cases each year.

25. WOOD, WILLIAM DONALD. *The Current Status of Labour-Management Cooperation in Canada.* Kingston, Ont., Industrial Relations Centre, Queen's University, 1964. Pp. 50.

This study was prepared for the National Labour-Management Conference convened by the Economic Council of Canada, Ottawa, November 9-10, 1964. The author, who is Director of the Industrial Relations Centre, Queen's University, examines recent developments in industrial relations in the unionized sector of the economy.

Insurance, Unemployment

26. MACKIN, PAUL J. *Extended Unemployment Benefits.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1965. Pp. 41.

A study of U.S. Federal-State unemployment insurance legislation and of recent trends in long-term unemployment. Special attention is given to the Temporary Extended Unemployment Compensation Act of 1961.

27. U.S. BUREAU OF EMPLOYMENT SECURITY. *Unemployment Insurance: State Laws and Experience.* [Rev. ed. Washington, GPO, 1965] 1 vol. (unpaged).

Labour Organization

28. SHARMA, G. K. *Labour Movement in India, its Past and Present.* [1st ed.] Jullundur, University Publishers, 1963, Pp. 250.

A history of trade unionism in India from 1885 to 1960.

29. STEWART, MARGARET. *The Needle is threaded. 'The History of an Industry',* by Margaret Stewart and Leslie Hunter. London, Heinemann/Newman Neame, 1964. Pp. 241.

The history of the National Union of Tailors and Garment Workers.

Labour Supply

30. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *The Metal Industries; a Study of Occupational Trends in the Metal Manufacturing and Metal Using Industries.* London, HMSO, 1965. Pp. 98.

The industries covered in this report include metal manufacture, engineering and electrical goods, shipbuilding and marine engineering, vehicles, and other metal goods. Information was obtained from 307 firms, with a labour force of 1,183,000, regarding the number of workers employed in 1958 and in 1963 and an estimate of the number being employed in 1968.

31. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Sociological Factors influencing Labour Mobility; a Pilot Study of Two Sub-regions of New Brunswick,* by L. Paul Metzger [and] Thomas V. Philbrook. [Fredericton] 1964. Pp. 70.

Report of an investigation conducted by two sociologists into non-economic factors influencing labour mobility and adaptability.

32. U.S. BUREAU OF EMPLOYMENT SECURITY. *Hired Farmworkers in the United States.* [Rev. ed. Washington, GPO, 1965] Pp. 38.

Labouring Classes

33. INTERNATIONAL LABOUR OFFICE. *Report to the Government of the Union of Burma on the Establishment of a Manpower Information Programme.* Geneva, 1964. Pp. 18. At head of title: Expanded programme of technical assistance. Report prepared by Dr. M. M. Mehta. *Supplement, Report on the Manpower Situation in Burma,* prepared by Dr. M. M. Mehta, I.L.O. expert. Geneva, 1964. Pp. 131.

34. MOORE, WILBERT ELLIS, ed. *Labor Commitment and Social Change in Developing Areas.* Edited by Wilbert E. Moore and Arnold S. Feldman. New York, Social Science Research Council, 1960. Pp. 378.

"Outgrowth of a conference, sponsored by the Committee on Economic Growth of the Social Science Research Council, and held in Chicago on March 28-30, 1958."

This book is concerned with economic development, industrialization and the labour market in developing countries.

35. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Sweden.* Washington, GPO., 1965. Pp. 68.

36. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in the United Arab Republic (Egypt).* Washington, GPO, 1965. Pp. 100.

37. WIRTZ, WILLIAM WILLARD. *Labor and the Public Interest.* Introd. by John T. Dunlop. [1st ed.] New York, Harper & Row, 1964. Pp. 196.

Contains talks by the U.S. Secretary of Labor on a number of different topics: collective bargaining, labour unions, discrimination in employment, automation, manpower policy, etc.

Pensions

38. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *The Canada Pension Plan; Actuarial Report.* Ottawa, Queen's Printer, 1965. Pp. 83.

Covers the main aspects of the Canada Pension Plan: coverage, definition of terms relating to earnings, automatic adjustment features, earnings test, age retirement pensions, disability pensions, survivors' pensions, death benefits, and contributions. Includes short and long-range estimates for the Plan.

39. U.S. PRESIDENT'S COMMITTEE ON CORPORATE PENSION FUNDS AND OTHER PRIVATE RETIREMENT AND WELFARE PROGRAMS. *Public Policy and Private Pension Programs; a Report to the President on Private Employee Retirement Plans.* Washington, GPO, 1965. 1 vol. (various pagings).

Partial Contents: Development of Private Retirement Plans. The Public Interest in Private Retirement Plans. Relation of Private Plans to the Public Retirement Program. Private Pensions, Labour Mobility, and Manpower Policy. Vesting. Funding for Financial Solvency. Portability and Insurance. Financial Aspects of Retirement Plans. Protecting the Interests of Employees in the Investments of Retirement Funds.

Women

40. ONTARIO. WOMEN'S BUREAU. *What do Women think about working; a Survey.* [Toronto, 1965?] 1 vol. (unpaged).

The Ontario Women's Bureau conducted a survey at the Canadian National Exhibition in Toronto in August 1964. A sample of 3,500 women completed the questionaire which asked what the respondent thought of working, expectations concerning jobs and training, and questions related to family responsibilities. This pamphlet gives details of the results of the survey.

41. U.S. WOMEN'S BUREAU. *Digest of State Equal Pay Laws.* 1965 ed. Washington, GPO, 1965 P.p. 26.

Miscellaneous

42. CLARK, M.G. *Canada and World Trade.* Ottawa, Queen's Printer, 1965. Pp. 64. Economic Council of Canada. Staff study no. 7.

43. COYLE, JOHN B. *Wage and Salary Administration.* [Ann Arbor, Mich., Edward Brothers, inc. c1959] Pp. 89.

Contents: Wage Surveys. Job Evaluation. Wage Structure. Administration. Factory Incentive Systems. Commission and Bonus Plans. Paid Suggestion Systems. Indirect Economic Benefits. Financing the Fringes. Negotiation of Rates. Legislation. Evaluation of Compensation Plans.

44. DEMCZYNOSKI, S. *Automation and the Future of Man.* London, G. Allen & Unwin, 1964. Pp. 238.

The author thinks that there is a disparity between technological and scientific achievements on one hand, and social progress on the other. "Scientifically we are like gods when compared with any previous civilization. Sociologically we are still barbarians." He explains this theory in this book.

45. *Functionalism in the Social Sciences: the Strength and Limits of Functionalism in Anthropology, Economics, Political Science, and Sociology.* Edited by Don Martindale. Philadelphia, American Academy of Political and Social Science, 1965. Pp. 162.

46. LAIRD, ELEANOR SCHREMSER. *The Engineering Secretary's Complete Handbook.* Englewood Cliffs, N.J., Prentice-Hall [1962] Pp. 235.

47. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Sales Analysis.* New York, 1965. Pp. 90.

Contents: The Uses of Sales Analysis. The Ingredients of Sales Information. Establishing and meeting Sales Information Needs. Effective Presentation of Sales Data. Ensuring Effective Use of Sales Reports. Includes Case Studies.

48. U.S. CONGRESS. HOUSE. COMMITTEE ON WAYS AND MEANS. *United States-Canada Automative Products Agreement. Hearings before the Committee on Ways and Means, House of Representatives, Eighty-ninth Congress, First Session on H.R.6960, "The Automotive Products Trade Act of 1965".* April 27, 28 and 29, 1965. Washington, GPO, 1965. Pp. 312.

49. U.S. COUNCIL OF ECONOMIC ADVISERS. *Report to the President on Steel Prices.* Washington, 1965. Pp. 67.

50. U.S. NATIONAL SCIENCE FOUNDATION. *Industrial R&D Funds in Relation to Other Economic Variables.* Washington, GPO, 1965. Pp. 124.

A mail survey of expenditures on research and development in industrial surveys covering the year 1958 was carried out by the U.S. National Science Foundation in 1959. In this study, expenditure on research and development is related to such things as total employment, payroll, net sales, new capital expenditures, etc.

51. VROOM, VICTOR HAROLD. *Work and Motivation.* New York, Wiley, 1964. Pp. 331.

Discusses the interrelationship of work and motivation and examines three matters: "1. The choices made by persons among work roles. 2. The extent of their satisfaction with their chosen work roles. 3. The level of their performance or effectiveness in their chosen work roles."

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 13, 1965

(estimates in thousands)

Source: Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	7,159	609	2,038	2,621	1,221	670
Men	5,047	440	1,460	1,806	871	470
Women	2,112	169	578	815	350	200
14–19 years	689	67	222	217	127	56
20–24 years	943	95	318	297	151	82
25–44 years	3,130	236	903	1,183	518	290
45–64 years	2,177	191	542	836	385	223
65 years and over	220	20	53	88	40	19
Employed	6,939	580	1,945	2,572	1,197	645
Men	4,879	415	1,385	1,774	852	453
Women	2,060	165	560	798	345	192
Agriculture	523	31	103	134	235	20
Non-agriculture	6,416	549	1,842	2,438	962	625
Paid workers	5,866	499	1,678	2,241	876	572
Men	4,005	349	1,169	1,509	583	395
Women	1,861	150	509	732	293	177
Unemployed	220	29	93	49	24	25
Men	168	25	75	32	19	17
Women	52	*	18	17	*	*
Persons not in labour force	6,093	667	1,798	2,040	1,003	585
Men	1,521	194	430	489	255	153
Women	4,572	473	1,368	1,551	748	432

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED NOVEMBER 13, 1965, CANADA

(estimates in thousands)

SOURCE: Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	13,252	2,170	3,791	1,000	3,892	970	1,429
Labour force	7,159	689	3,654	840	1,065	691	220
Employed	6,939	639	3,573	794	1,049	673	211
Unemployed	220	50	81	46	16	18	*
Not in labour force	6,093	1,481	137	160	2,827	279	1,209
Participation rate[2]							
1965, November 13	54.0	31.8	96.4	84.0	27.4	71.2	15.4
October 16	54.3	31.5	96.7	84.6	27.9	71.5	15.4
Unemployment rate[3]							
1965, November 13	3.1	7.3	2.2	5.5	1.5	2.6	*
October 16	2.4	6.6	1.6	3.8	1.4	1.9	*

[1]Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2]The labour force as a percentage of the population 14 years of age and over.

[3]The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED NOVEMBER 13, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

—	November 1965	October 1965	November 1964[1]
Total unemployed	220	171	257
On temporary layoff up to 30 days	16	10	14
Without work and seeking work	204	161	243
Seeking full-time work	188	152	228
Seeking part-time work	16	*	15
Seeking under 1 month	90	64	94
Seeking 1–3 months	70	55	83
Seeking 4–6 months	24	22	32
Seeking more than 6 months	20	20	34

[1]Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

*Less than 10,000.

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
September	50.1	575.6	188.8							2,072.1
October	51.5	565.4	185.7							2,051.8
November	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December	51.4	551.5	178.4							1,978.6
1965—										
January	52.4	566.1	181.9							1,991.0
February	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March	54.2	583.2	178.7							2,035.1
April	53.1	587.3	185.1							2,070.6
May	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June	58.0	614.2	192.1	34.4	169.1	38.8	312.0	682.2	81.0	2,211.9
July	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	80.9	2,199.1
August*	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	81.5	2,234.7
September†	57.4	626.4	209.8	37.5	195.5	39.1	317.0	702.4	82.4	2,295.2
Seasonally Adjusted										
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
September	49.8	561.7	183.8							1,998.6
October	51.0	557.7	182.2							1,999.5
November	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December	51.8	563.3	183.7							2.020.2
1965—										
January	53.0	578.5	185.9							2,063.0
February	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March	55.0	591.5	187.7							2,109.6
April	55.1	592.6	189.4							2,121.4
May	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June	56.6	601.2	187.9	31.8	156.4	37.4	308.0	666.3	80.4	2,146.9
July	56.0	605.5	193.6	33.1	160.3	38.3	309.3	671.3	80.8	2,169.0
August*	57.6	611.8	190.5	32.2	164.1	38.9	313.3	681.1	81.0	2,191.6
September†	57.1	612.1	204.4	30.8	162.1	38.3	316.1	689.4	81.3	2,212.5

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. The figures in the six columns under "Quarterly Totals" have been published monthly since May 1965.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at August employers in the principal non-agricultural industries reported a total employment of 3,441,473. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1964	130.4	201.8	86.68	121.9	204.1	89.73
1964—						
August	136.4	203.0	87.19	126.4	203.9	89.65
September	136.2	204.8	88.00	126.3	207.0	91.01
October	134.7	205.9	88.47	123.6	207.3	91.15
November	134.7	204.7	87.94	124.4	206.8	90.91
December	131.2	199.1	85.53	121.9	201.6	88.66
1965—						
January	129.4	207.7	89.21	122.5	201.3	92.46
February	129.5	207.9	89.30	122.6	209.4	92.07
March	130.9	210.0	90.22	124.3	214.0	94.10
April	132.1	210.8	90.55	124.6	214.2	94.18
May	136.6	210.8	90.56	127.3	213.4	93.82
June	141.0	212.0	91.07	130.3	213.8	94.02
July*	142.1	212.2	91.18	129.6	211.3	92.90
August†	143.7	212.3	91.22	131.4	212.1	93.25

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Aug. 1965	July 1965	Aug. 1964	Aug. 1965	July 1965	Aug. 1964
				$	$	$
Provinces						
Atlantic Region	127.2	126.1	118.9	75.46	74.76	72.50
Newfoundland	180.4	180.1	158.9	81.79	80.56	79.12
Prince Edward Island	163.2	164.2	159.5	61.95	61.76	60.60
Nova Scotia	107.1	107.0	102.5	74.20	72.44	71.20
New Brunswick	126.1	122.9	118.9	73.73	74.62	70.87
Quebec	143.5	140.8	136.6	88.71	88.71	85.14
Ontario	144.0	142.8	137.7	94.37	94.28	90.46
Prairie Region	153.9	153.6	145.3	87.72	87.60	83.55
Manitoba	125.6	125.5	119.9	83.53	83.13	79.65
Saskatchewan	148.9	148.7	141.0	85.01	85.73	81.86
Alberta	189.8	189.3	177.7	91.11	91.86	87.36
British Columbia	143.8	142.5	133.8	101.73	102.36	94.81
Canada	**143.7**	**142.1**	**136.4**	**91.22**	**91.18**	**87.19**
Urban areas						
St. John's	174.9	173.8	160.5	71.78	70.78	66.55
Sydney	77.2	77.3	78.8	88.82	77.50	84.07
Halifax	133.9	133.6	127.7	77.34	76.59	73.01
Moncton	119.7	119.3	115.1	70.36	72.41	67.91
Saint John	113.7	114.3	104.5	75.89	75.19	71.45
Chicoutimi—Jonquiere	125.5	124.5	124.4	104.66	107.07	104.63
Quebec	142.1	139.7	134.0	78.88	76.49	74.87
Sherbrooke	127.1	124.2	123.4	77.72	77.80	74.34
Shawinigan	120.3	120.2	107.7	94.55	95.75	90.73
Three Rivers	133.8	132.5	131.4	80.70	80.76	81.31
Drummondville	101.0	98.5	98.5	74.16	71.74	70.48
Montreal	146.7	143.6	138.9	91.31	90.76	86.90
Ottawa—Hull	154.0	155.0	147.6	85.45	84.14	81.25
Kingston	150.6	148.6	142.3	90.87	91.04	86.86
Peterborough	116.6	114.8	110.7	97.96	98.21	95.41
Oshawa	167.8	238.0	212.7	113.63	115.98	104.74
Toronto	156.5	156.3	152.4	95.90	94.33	91.10
Hamilton	136.9	135.5	128.3	99.64	99.91	95.25
St. Catharines	141.2	133.2	128.3	104.17	104.64	101.90
Niagara Falls	133.1	123.3	125.2	87.91	87.50	83.98
Brantford	109.9	107.3	95.1	89.29	90.79	82.55
Guelph	153.5	149.6	142.4	86.14	84.57	81.04
Galt	140.3	137.3	134.0	83.05	82.43	77.24
Kitchener	161.5	161.2	150.9	85.15	85.50	81.23
Sudbury	153.1	152.4	137.5	103.37	103.05	97.30
Timmins	91.8	90.2	88.4	87.02	82.13	76.76
London	157.9	157.1	150.3	86.96	85.94	84.19
Sarnia	146.4	143.4	135.1	118.66	116.24	114.38
Windsor	100.1	92.6	89.1	105.77	103.84	104.45
Sault Ste. Marie	169.7	169.4	167.8	111.89	111.83	109.24
Fort William—Port Arthur	139.3	137.1	121.4	88.64	90.89	86.81
Winnipeg	126.8	126.4	121.6	80.26	79.76	76.93
Regina	168.1	166.0	161.0	83.50	82.52	79.89
Saskatoon	169.9	170.0	163.8	79.06	79.82	75.93
Edmonton	240.8	240.4	224.5	85.99	85.95	81.83
Calgary	218.3	217.7	199.7	90.44	90.28	87.47
Vancouver	142.2	140.8	132.1	98.59	98.08	92.96
Victoria	133.9	135.1	124.6	89.83	90.18	83.62

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
		in thousands										
Forestry	Aug. 1965[p]	5.1	0.3	2.1	9.4	30.6	14.0	0.6	0.2	3.6	21.6	87.4
	July 1965[r]	5.0	0.2	2.3	10.0	29.4	13.5	0.6	0.2	3.4	20.9	85.5
	Aug. 1964	4.7	0.1	2.4	10.6	29.6	13.4	0.5	0.2	2.2	20.8	84.6
Mines, quarries and oil wells	Aug. 1965[p]	6.5	0.1	7.9	2.7	27.8	35.4	5.6	5.2	19.1	10.6	121.0
	July 1965[r]	6.3	0.1	7.9	2.6	28.2	35.7	5.8	5.1	19.0	10.7	121.4
	Aug. 1964	4.9	—	7.8	2.4	26.6	34.5	4.3	4.0	18.5	9.9	112.9
Manufacturing industries	Aug. 1965[p]	13.9	2.9	34.5	28.1	490.4	745.4	49.0	14.9	47.8	122.1	1,549.0
	July 1965[r]	14.8	3.0	34.2	26.8	480.6	738.9	48.7	14.9	47.7	122.2	1,532.0
	Aug. 1964	13.0	3.1	33.0	27.0	472.5	729.1	47.1	14.1	44.0	117.0	1,499.7
Non-durable goods manufacturing	Aug. 1965[p]	11.0	2.3	18.5	18.4	306.5	342.7	26.8	9.7	26.1	47.6	809.5
	July 1965[r]	11.9	2.4	18.3	17.1	300.9	332.3	26.2	9.6	25.7	47.2	791.7
	Aug. 1964	10.2	2.6	17.9	17.3	298.6	336.3	27.0	9.5	24.4	46.2	790.0
Durable goods manufacturing	Aug. 1965[p]	2.9	0.6	16.0	9.7	183.9	402.8	22.3	5.2	21.7	74.5	739.5
	July 1965[r]	2.9	0.6	15.9	9.7	179.7	404.6	22.5	5.3	22.0	75.0	740.3
	Aug. 1964	2.8	0.5	15.1	9.7	173.9	392.8	20.1	4.6	19.6	70.8	709.7
Construction	Aug. 1965[p]	11.1	2.0	12.9	13.1	116.2	156.7	16.9	16.1	37.4	37.3	419.7
	July 1965[r]	10.6	1.9	12.7	12.9	114.7	153.7	17.0	16.3	37.1	37.3	414.0
	Aug. 1964	8.7	1.5	11.1	9.8	116.7	138.1	17.2	14.7	31.8	31.4	381.1
Transportation, communication and other utilities	Aug. 1965[p]	16.6	2.7	22.5	21.2	170.0	208.6	43.4	28.8	50.4	73.2	637.2
	July 1965[r]	15.5	2.6	22.9	21.1	166.2	208.8	43.6	29.1	50.3	72.2	632.2
	Aug. 1964	15.6	2.8	22.6	20.2	164.1	204.8	43.5	28.1	50.5	68.9	621.0
Trade	Aug. 1965[p]	15.9	3.7	27.4	23.2	233.8	356.0	48.6	35.9	69.8	91.8	906.1
	July 1965[r]	15.8	3.9	27.8	23.0	232.0	358.6	49.5	36.4	69.8	92.5	909.2
	Aug. 1964	14.9	3.3	26.5	22.5	222.4	342.9	46.6	34.4	66.3	86.8	866.6
Finance, insurance and real estate	Aug. 1965[p]	1.5	0.6	5.7	4.1	69.0	102.4	11.7	7.8	14.1	21.5	238.4
	July 1965[r]	1.5	0.6	5.7	4.1	69.6	103.1	11.7	7.8	14.2	21.6	239.9
	Aug. 1964	1.4	0.5	5.5	4.0	65.7	98.5	11.5	7.3	13.8	20.0	228.4
Service (commercial sector)[1]	Aug. 1965[p]	5.2	2.2	12.7	9.5	140.8	214.3	26.2	15.6	41.1	60.8	528.4
	July 1965[r]	5.4	2.2	13.0	9.3	139.9	216.8	25.0	15.6	41.3	59.4	527.8
	Aug. 1964	4.6	2.1	12.6	8.3	125.7	200.9	23.3	14.0	38.3	54.4	484.1
Total—Specified industries	Aug. 1965[p]	75.7	14.4	125.7	111.3	1,278.6	1,832.9	202.0	124.4	283.3	438.9	4,487.2
	July 1965[r]	74.9	14.4	126.4	109.7	1,260.6	1,829.2	201.9	125.3	282.7	436.9	4,462.2
	Aug. 1964	67.8	13.4	121.5	104.8	1,223.3	1,762.2	194.0	116.8	265.4	409.2	4,278.4

[1] Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

[p] Preliminary figures. [r] Revised. NOTE: Estimates may not add to totals due to rounding.

TABLE C-3 INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for the other industries is given in Employment and Payrolls

Industries	Employment			Average weekly wages and salaries		
	Aug. 1965	July 1965	Aug. 1964	Aug. 1965	July 1965	Aug. 1964
				$	$	$
Mining	**129.5**	**129.6**	**118.4**	**110.38**	**109.95**	**104.09**
Metal mining	146.8	147.3	131.6	111.93	112.56	104.88
Gold	58.8	60.9	63.2	92.92	91.32	85.32
Other metal	227.9	227.0	195.1	116.46	117.81	110.77
Fuels	86.5	86.0	81.8	115.56	111.22	110.80
Coal	37.2	36.7	36.6	85.27	70.77	81.94
Oil and natural gas	286.6	285.9	265.2	131.49	132.27	126.97
Non-metal	177.5	177.3	166.1	97.09	98.23	91.52
Manufacturing	**131.4**	**129.6**	**126.4**	**93.25**	**92.99**	**89.65**
Durable goods	137.9	137.6	132.1	101.07	100.22	97.56
Non-durable goods	126.0	122.8	121.6	86.08	86.04	82.46
Food and beverages	141.2	134.1	135.9	78.80	80.62	74.82
Meat products	149.8	149.8	142.2	89.45	89.91	87.60
Canned and preserved fruits and vegetables	225.7	161.7	211.5	62.75	64.15	55.34
Grain mill products	97.0	96.5	99.1	91.46	91.05	87.91
Bread and other bakery products	118.3	118.8	116.5	79.60	80.90	76.06
Distilled and malt liquors	98.6	100.4	100.0	115.42	116.87	108.88
Tobacco and tobacco products	82.2	82.3	82.7	94.37	94.00	93.41
Rubber products	123.5	120.7	119.4	97.53	96.12	93.64
Leather products	90.3	88.4	91.4	63.53	62.07	61.52
Boots and shoes (except rubber)	91.6	90.5	94.1	62.06	60.01	59.89
Other leather products	88.0	84.6	86.6	66.31	66.06	64.72
Textile products (except clothing)	93.8	91.9	91.8	76.16	74.57	74.12
Cotton yarn and broad woven goods	76.9	76.0	78.9	73.29	69.42	71.53
Woollen goods	68.3	67.2	68.4	69.95	68.98	65.80
Synthetic textiles and silk	121.0	119.7	112.9	84.17	83.29	79.86
Clothing (textile and fur)	104.9	101.4	102.1	59.27	57.75	57.23
Men's clothing	110.4	107.7	105.7	57.23	55.65	55.45
Women's clothing	117.1	111.5	115.1	61.72	59.76	59.27
Knit goods	82.9	80.0	78.8	59.36	58.53	57 43
Wood products	125.0	123.9	121.2	81.34	80.12	77.97
Saw and planing mills	127.0	126.3	125.8	83.39	82.46	79.95
Furniture	139.0	135.8	128.5	79.29	77.42	76.31
Other wood products	86.9	87.3	83.7	72.18	70.84	67.74
Paper products	144.8	143.6	137.8	108.99	108.19	104.44
Pulp and paper mills	143.6	143.1	138.8	116.65	115.84	111.82
Other paper products	147.6	144.7	135.3	91.38	90.31	86.28
Printing, publishing and allied industries	131.7	131.1	125.0	101.95	101.55	97.76
Iron and steel products	135.7	133.6	124.8	106.50	105.63	102.20
Agricultural implements	82.1	82.5	73.7	107.03	110.03	109.52
Fabricated and structural steel	191.2	187.0	164.4	109.29	108.51	103.59
Hardware and tools	135.6	133.4	126.5	92.86	91.27	88.59
Heating and cooking appliances	121.0	119.5	114.3	90.96	89.94	87.38
Iron castings	117.3	115.1	107.6	104.16	104.68	97.81
Machinery, industrial machinery	170.4	164.9	148.5	103.66	103.44	98.53
Primary iron and steel	157.5	157.0	150.9	121.80	118.86	115.11
Sheet metal products	136.7	133.8	127.5	103.81	103.82	99.30
Wire and wire products	138.7	140.3	128.7	103.53	101.20	102.84
Transportation equipment	123.6	128.7	126.9	109.40	108.30	107.51
Aircraft and parts	237.0	245.9	255.0	111.97	108.48	109.14
Motor vehicles	122.0	132.7	140.1	123.06	125.44	123.75
Motor vehicle parts and accessories	174.0	166.7	155.1	106.68	104.24	106.41
Railroad and rolling stock equipment	63.9	64.2	69.5	101.31	99.86	92.31
Shipbuilding and repairing	147.6	144.4	136.8	102.82	198.14	96.46
Non-ferrous metal products	140.6	139.0	135.2	104.94	104.79	100.10
Aluminum products	145.6	144.0	151.6	102.41	103.68	95.29
Brass and copper products	112.5	109.5	116.0	99.99	100.53	98.37
Smelting and refining	155.6	154.8	145.8	114.51	114.25	109.61
Electrical apparatus and supplies	174.9	171.4	163.3	98.28	97.19	95.26
Heavy electrical machinery	128.4	128.1	122.6	105.46	106.33	102.39
Telecommunication equipment	305.5	296.7	280.9	93.44	93.31	91.32
Non-metallic mineral products	177.9	176.5	167.5	101.18	100.32	96.13
Clay products	99.0	98.2	96.8	88.49	89.73	84.76
Glass and glass products	195.9	196.4	183.8	94.77	94.38	89.21
Products of petroleum and coal	148.5	148.3	147.6	134.63	134.49	131.97
Petroleum refining and products	151.4	151.3	150.5	135.68	135.44	133.15
Chemical products	150.7	150.2	141.6	109.05	107.97	104.76
Medicinal and pharmaceutical preparations	136.4	139.0	130.3	100.06	98.07	93.77
Acids, alkalis and salts	173.0	170.8	162.3	123.02	121.54	115.96
Miscellaneous manufacturing industries	172.7	170.0	169.3	80.32	80.24	78.17
Construction	**164.0**	**159.1**	**148.9**	**105.08**	**104.30**	**97.56**
Building and general engineering	167.0	161.7	145.0	112.33	111.24	104.17
Highways, bridges and streets	159.1	154.7	155.3	92.51	92.30	87.39
Electric and motor transportation	**161.5**	**163.4**	**152.0**	**97.84**	**96.89**	**93.30**
Service	**217.1**	**216.1**	**200.8**	**64.87**	**65.12**	**60.69**
Hotels and restaurants	186.5	185.9	172.3	48.32	48.45	46.13
Laundries and dry cleaning plants	174.7	174.4	161.4	56.46	56.73	53.84
Industrial composite	**143.7**	**142.1**	**136.4**	**91.22**	**91.18**	**87.19**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	August 1965	July 1965	August 1964	August 1965	July 1965	August 1964
				$	$	$
Newfoundland	43.5	43.0	39.5	1.75	1.63	1.73
Nova Scotia	40.6	41.4	41.7	1.80	1.76	1.73
New Brunswick	40.6	41.6	40.2	1.70	1.75	1.64
Quebec	42.3	41.5	42.4	1.88	1.87	1.81
Ontario	41.1	40.8	41.4	2.20	2.21	2.13
Manitoba	40.4	40.6	40.5	1.93	1.92	1.81
Saskatchewan	40.1	40.2	39.1	2.11	2.12	2.07
Alberta (includes Northwest Territories)	40.4	40.1	40.5	2.15	2.17	2.08
British Columbia (includes Yukon Territory)	37.1	37.7	37.2	2.62	2.60	2.47

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79 40	190.2	142.8
Monthly Average 1964	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—August	41.3	2.02	83.31	199.6	147.2
September	41.7	2.03	84.78	203.1	149.8
October	41.6	2.03	84.35	202.1	148.7
November	41.2	2.04	84.04	201.3	147.2
December	38.8	2.08	80.65	193.2	141.1
1965—January	41.0	2.08	85.34	204.5	149.0
February	40.6	2.08	84.48	202.4	147.4
March	41.3	2.11	87.07	208.6	151.5
April	41.1	2.11	86.96	208.3	151.0
May	41.0	2.11	86.58	207.4	149.2
June	41.2	2.11	86.89	208.2	149.2
July*	40.8	2.09	85.36	204.5	146.7
August†	41.1	2.10	86.10	206.3	148.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

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TABLE C-5 - HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings, DBS*

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1965	July 1965	Aug. 1964	Aug. 1965	July 1965	Aug. 1964	Aug. 1965	July 1965	Aug. 1964
				$	$	$	$	$	$
Mining	**42.2**	**41.8**	**41.6**	**2.42**	**2.43**	**2.39**	**102.24**	**101.55**	**95.53**
Metal mining	42.2	42.2	41.4	2.51	2.52	2.38	105.97	106.48	98.59
Gold	42.4	41.7	41.9	2.00	2.00	1.86	84.85	83.33	78.00
Other metals	42.1	42.3	41.3	2.65	2.66	2.55	111.38	112.68	105.34
Fuels	41.5	38.3	40.8	2.30	2.28	2.18	95.63	87.42	88.93
Coal	41.9	35.3	42.0	1.97	1.88	1.90	82.66	66.25	79.64
Oil and natural gas	41.0	42.2	38.9	2.75	2.73	2.67	112.81	114.94	103.99
Iron mining	43.2	44.1	43.0	2.18	2.19	2.09	94.31	96.35	90.00
Manufacturing	**41.1**	**40.8**	**41.3**	**2.09**	**2.09**	**2.02**	**86.09**	**85.36**	**83.31**
Durable goods	41.6	41.2	41.9	2.27	2.27	2.21	94.54	93.33	92.39
Non-durable goods	40.7	40.4	40.7	1.91	1.92	1.84	77.83	77.49	74.73
Food and beverages	40.5	41.0	40.2	1.77	1.79	1.69	71.69	73.52	67.71
Meat products	40.5	40.7	41.1	2.08	2.09	2.02	84.43	85.19	83.29
Canned and preserved fruits and vegetables	40.6	39.1	39.6	1.43	1.44	1.26	57.86	56.32	49.85
Grain mill products	42.6	43.0	43.0	2.03	2.01	1.95	86.60	86.51	81.09
Bread and other bakery products	40.9	41.4	40.9	1.81	1.82	1.75	74.00	75.19	71.47
Distilled liquors	42.0	41.4	40.8	2.45	2.49	2.35	102.97	103.11	95.84
Malt liquors	41.2	42.2	39.2	2.62	2.61	2.53	105.48	110.15	99.38
Tobacco and tobacco products	37.2	37.1	38.2	2.37	2.36	2.30	88.20	87.45	87.83
Rubber products	42.0	41.4	42.5	2.19	2.18	2.08	91.85	90.05	88.31
Leather products	40.0	39.3	40.6	1.46	1.45	1.40	58.66	56.98	56.91
Boots and shoes (except rubber)	40.0	38.9	40.7	1.43	1.41	1.36	57.19	55.00	55.11
Other leather products	40.0	40.0	40.6	1.53	1.53	1.48	61.15	61.02	59.95
Textile products (except clothing)	42.3	41.3	42.6	1.64	1.62	1.56	69.24	67.04	66.49
Cotton yarn and broad woven goods	41.4	39.2	42.2	1.67	1.64	1.61	68.95	64.27	67.91
Woollen goods	43.2	42.8	42.6	1.49	1.47	1.41	64.30	62.88	60.15
Synthetic textiles and silk	42.6	41.9	43.2	1.77	1.77	1.67	75.68	74.15	71.93
Clothing (textile and fur)	38.8	38.0	39.5	1.39	1.38	1.33	54.07	52.21	52.65
Men's clothing	38.5	37.5	39.2	1.37	1.35	1.31	52.79	50.77	51.24
Women's clothing	37.5	36.5	38.1	1.51	1.49	1.45	56.69	54.45	55.43
Knit goods	41.9	41.5	42.3	1.29	1.27	1.24	54.02	52.86	52.66
*Wood products	41.4	41.1	41.5	1.86	1.85	1.80	77.21	75.86	74.47
Saw and planing mills	40.5	40.3	40.4	1.97	1.95	1.92	79.80	78.83	77.60
Furniture	43.5	42.6	43.5	1.71	1.69	1.63	74.22	71.81	70.76
Other wood products	42.3	41.9	42.9	1.57	1.56	1.47	66.40	65.22	63.15
Paper products	42.0	42.0	41.6	2.46	2.44	2.37	103.30	102.32	98.81
Pulp and paper mills	41.9	42.0	41.5	2.65	2.62	2.55	110.82	109.87	105.89
Other paper products	42.4	41.9	42.1	1.99	1.98	1.89	84.25	82.95	79.52
Printing, publishing and allied industries	39.4	39.2	39.2	2.58	2.56	2.48	101.76	100.36	97.40
*Iron and steel products	41.8	41.6	42.1	2.43	2.42	2.33	101.45	100.74	97.84
Agricultural implements	40.1	40.8	41.8	2.45	2.50	2.45	98.42	101.93	102.53
Fabricated and structural steel	43.0	42.6	42.7	2.39	2.38	2.25	102.66	101.10	96.10
Hardware and tools	42.1	41.9	42.9	2.04	2.01	1.92	85.99	84.25	82.48
Heating and cooking appliances	41.2	40.6	41.2	2.06	2.05	1.97	85.06	83.12	81.20
Iron castings	42.7	42.8	42.4	2.31	2.37	2.24	98.69	101.34	94.69
Machinery, industrial	42.9	42.6	42.9	2.32	2.07	2.19	99.32	98.82	93.75
Primary iron and steel	40.5	40.6	40.8	2.88	2.83	2.72	116.68	114.78	110.98
Sheet metal products	41.9	42.0	42.0	2.34	2.34	2.24	98.07	98.43	94.28
Wire and wire products	42.4	41.8	43.4	2.33	2.29	2.28	98.79	95.64	98.91
*Transportation equipment	40.9	40.3	42.1	2.50	2.50	2.43	102.30	100.67	102.24
Aircraft and parts	41.5	39.8	42.3	2.40	2.39	2.37	99.47	95.18	100.43
Motor vehicles	39.6	40.7	43.2	2.80	2.83	2.72	110.72	115.10	117.42
Motor vehicle parts and accessories	41.5	41.0	43.2	2.46	2.40	2.39	102.10	98.60	103.13
Railroad rolling stock equipment	41.0	40.3	40.2	2.43	2.43	2.26	99.68	97.88	91.76
Shipbuilding and repairing	41.0	38.8	40.9	2.47	2.43	2.31	101.15	94.45	94.59
*Non-ferrous metal products	41.3	41.1	40.8	2.36	2.36	2.30	97.55	96.75	93.82
Aluminum products	42.5	43.1	41.3	2.11	2.12	2.05	89.87	91.64	84.68
Brass and copper products	42.4	42.2	42.7	2.19	2.17	2.22	92.81	91.37	94.54
Smelting and refining	40.7	40.5	40.1	2.66	2.65	2.57	108.04	107.35	102.95
*Electrical apparatus and supplies	41.0	40.4	41.1	2.10	2.09	2.05	86.01	84.18	84.08
Heavy electrical machinery and equipment	41.3	41.6	41.1	2.33	2.34	2.29	96.13	97.35	93.85
Telecommunication equipment	39.9	39.0	39.7	1.87	1.85	1.83	74.48	72.22	72.52
*Non metallic mineral products	44.1	44.0	44.2	2.18	2.16	2.08	96.16	95.09	91.81
Clay products	42.4	42.6	42.8	1.96	1.95	1.87	82.85	83.04	79.78
Glass and glass products	41.4	41.5	41.6	2.17	2.14	2.09	89.65	88.81	86.96
Products of petroleum and coal	41.5	41.5	41.7	2.92	2.91	2.94	121.25	120.96	122.67
Petroleum refining and products	41.6	41.6	41.8	2.95	2.94	2.98	122.87	122.36	124.55
Chemical products	41.1	40.7	40.8	2.31	2.30	2.25	95.01	93.66	91.66
Medicinal and pharmaceutical preparations	39.5	40.1	39.9	1.81	1.82	1.75	71.52	72.93	69.92
Soaps, cleaners and toilet preparations	41.4	41.1	40.0	2.69	2.67	2.59	111.34	109.82	103.42
Miscellaneous manufacturing industries	41.3	40.9	41.4	1.67	1.68	1.64	69.12	68.62	67.80
Construction	**43.0**	**43.1**	**42.9**	**2.41**	**2.39**	**2.23**	**103.81**	**102.90**	**95.59**
Building and general engineering	41.8	41.9	41.8	2.64	2.61	2.45	110.64	109.32	102.20
Highways, bridges and streets	45.4	45.6	44.9	1.97	1.97	1.86	89.55	89.59	83.57
Electric and motor transportation	**44.2**	**43.6**	**44.9**	**2.26**	**2.18**	**2.08**	**97.33**	**95.11**	**93.56**
Service	**37.6**	**37.2**	**37.8**	**1.27**	**1.27**	**1.19**	**46.86**	**47.10**	**45.00**
Hotels and restaurants	36.8	37.0	37.1	1.21	1.21	1.15	44.48	44.63	42.65
Laundries and dry cleaning plants	39.0	39.3	40.0	1.24	1.23	1.14	48.16	48.34	45.73

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 592, June issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Department of Labour)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
November 1960	15,932	10,799	26,731	393,856	144,123	537,979
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
November 1963	30,090	22,737	52,827	285,688	117,689	403,377
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
January 1965	22,509	15,141	37,650	447,847	152,195	600,042
February 1965	23,167	16,364	39,531	453,555	153,426	606,981
March 1965	27,436	19,898	47,334	447,673	149,274	596,947
April 1965	35,094	24,548	59,642	397,193	142,760	539,953
May 1965	38,765	26,560	65,325	277,216	124,123	401,339
June 1965	36,285	24,739	61,024	238,646	144,684	383,330
July 1965	36,995	23,608	60,603	207,721	132,254	339,975
August 1965	40,318	30,236	70,554	173,158	111,601	284,759
September 1965	43,058	28,809	71,867	144,812	100,407	245,219
October 1965[1]	38,929	23,901	62,830	155,644	104,993	260,637
November 1965[1]	48,183	27,246	75,429	218,819	118,073	336,892

[1] Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, OCTOBER 1964—OCTOBER 1965

(Source: National Employment Service, Department of Labour)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—October	228,509	99,357	88,832	41,509	72,982	30,636
1964—November	277,052	104,803	109,323	45,645	82,945	30,749
December	341,413	103,065	77,455	41,458	76,480	40,686
1965—January	272,107	100,622	65,179	34,426	53,989	23,938
February	207,415	79,029	62,727	32,744	49,152	22,308
March	236,435	87,317	81,598	41,971	62,519	27,678
April	212,743	84,512	89,202	42,378	67,731	26,976
May	191,819	86,629	103,280	47,189	81,804	32,057
June	227,386	112,387	96,397	48,555	79,344	34,544
July	213,029	105,862	91,126	48,495	73,347	38,034
August	203,613	98,611	102,786	60,863	78,643	42,910
September	204,572	102,142[R]	116,261[R]	55,870	90,690	41,419
October[1]	192,065	92,729	92,067	39,869	73,120	29,113

[R] Revised.

[1] Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING OCTOBER 1965[1]

(SOURCE: National Employment Service, Department of Labour)

Industry Group	Male	Female	Total	Change from October 1964
Agriculture, Fishing, Trapping	**8,738**	**1,962**	**10,700**	**+ 825**
Forestry	**1,769**	**12**	**1,781**	**— 964**
Mining, Quarrying and Oil Wells	**1,254**	**53**	**1,307**	**+ 232**
Metal Mining	853	15	868	+ 221
Fuels	151	24	175	— 19
Non-Metal Mining	53	5	58	— 31
Quarrying, Clay and Sand Pits	119	2	121	+ 41
Prospecting	78	7	85	+ 20
Manufacturing	**18,339**	**7,837**	**26,176**	**+ 612**
Food and Beverages	2,609	1,543	4,152	+ 50
Tobacco and Tobacco Products	7	64	71	+ 28
Rubber Products	234	106	340	+ 81
Leather Products	295	309	604	— 18
Textile Products (except clothing)	765	418	1,183	+ 90
Clothing (textile and fur)	463	1,513	1,976	— 203
Wood Products	2,687	257	2,944	+ 615
Paper Products	1,225	284	1,509	— 86
Printing, Publishing and Allied Industries	1,112	785	1,897	+ 555
Iron and Steel Products	3,293	469	3,762	— 47
Transportation Equipment	1,974	342	2,316	— 258
Non-Ferrous Metal Products	651	176	827	+ 89
Electrical Apparatus and Supplies	787	589	1,376	— 37
Non-Metallic Mineral Products	767	84	851	— 26
Products of Petroleum and Coal	50	9	59	— 23
Chemical Products	591	327	918	— 112
Miscellaneous Manufacturing Industries	829	562	1,391	— 86
Construction	**14,771**	**222**	**14,993**	**+ 153**
General Contractors	10,297	120	10,417	+ 349
Special Trade Contractors	4,474	102	4,576	— 196
Transportation, Storage and Communication	**6,438**	**378**	**6,816**	**— 123**
Transportation	5,562	190	5,752	— 303
Storage	757	74	831	+ 227
Communication	119	114	233	— 47
Public Utility Operation	**309**	**49**	**358**	**+ 56**
Trade	**11,367**	**5,013**	**16,380**	**— 413**
Wholesale	5,085	1,395	6,480	+ 175
Retail	6,282	3,618	9,900	— 588
Finance, Insurance and Real Estate	**510**	**973**	**1,483**	**— 190**
Service	**9,625**	**12,614**	**22,239**	**— 1,573**
Community or Public Service	1,030	1,497	2,527	+ 55
Government Service	2,313	762	3,075	— 196
Recreation Service	473	169	642	— 126
Business Service	1,218	783	2,001	+ 266
Personal Service	4,591	9,403	13,994	— 1,572
GRAND TOTAL	**73,120**	**29,113**	**102,233**	**— 1,385**

[1]Preliminary.

TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX, AS AT OCTOBER 29, 1965[1]

(Source: National Employment Service, Department of Labour)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional and Managerial Workers	6,378	2,238	8,616
Clerical Workers	12,953	43,252	56,205
Sales Workers	5,100	11,777	16,877
Personal and Domestic Service Workers	25,955	19,025	44,980
Seamen	627	8	635
Agriculture, Fishing, Forestry (Ex. log.)	3,831	200	4,031
Skilled and Semi-Skilled Workers	53,030	11,444	64,474
Food and kindred products (incl. tobacco)	643	303	946
Textiles, clothing, etc.	1,180	6,670	7,850
Lumber and lumber products	3,528	94	3,622
Pulp, paper (incl. printing)	710	350	1,060
Leather and leather products	578	722	1,300
Stone, clay and glass products	128	33	161
Metalworking	6,036	583	6,619
Electrical	989	738	1,727
Transportation equipment	482	24	506
Mining	470	—	470
Construction	11,315	—	11,315
Transportation (except seamen)	9,622	88	9,710
Communications and public utility	361	1	362
Trade and service	2,582	1,081	3,663
Other skilled and semi-skilled	10,188	569	10,757
Foremen	1,327	179	1,506
Apprentices	2,891	9	2,900
Unskilled Workers	47,770	17,049	64,819
Food and tobacco	1,559	2,978	4,537
Lumber and lumber products	4,496	319	4,815
Metalworking	2,277	437	2,714
Construction	21,584	5	21,589
Other unskilled workers	17,854	13,310	31,164
GRAND TOTAL	155,644	104,993	260,637

(1)Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS ON HAND BY LOCAL OFFICE AREAS, AT OCTOBER 29, 1965

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand (1) Oct. 29, 1965	Registrations on Hand Previous Year Oct. 30, 1964
Newfoundland	**5,431**	**6,531**
Corner Brook	1,156	1,265
Grand Falls	616	649
St. John's	3,659	4,617
Prince Edward Island	828	904
Charlottetown	513	561
Summerside	315	343
Nova Scotia	**9,967**	**11,715**
Amherst	330	474
Bridgewater	482	532
Halifax	3,667	3,891
Inverness	116	138
Kentville	470	715
Liverpool	227	195
New Glasgow	1,062	775
Springhill	254	367
Sydney	1,794	2,590
Sydney Mines	420	539
Truro	593	732
Yarmouth	552	767
New Brunswick	**9,539**	**10,848**
Bathurst	1,003	1,125
Campbellton	766	928
Edmundston	326	548
Fredericton	771	774
Minto	152	139
Moncton(2)	2,863	2,654
Newcastle	773	934
Saint John	1,795	2,301
St. Stephen	725	1,000
Sussex	180	200
Woodstock	185	245
Quebec	**87,600**	**102,200**
Alma	1,242	1,202
Asbestos	276	368
Baie Comeau	563	704
Beauharnois	493	590
Buckingham	402	476
Causapscal	442	614
Chandler	597	742
Chicoutimi	1,662	1,532
Cowansville	213	230
Dolbeau	921	839
Drummondville	1,277	1,289
Farnham	197	269
Forestville	410	240
Gaspé	512	465
Granby	955	1,228
Hull	2,203	2,071
Joliette	1,791	2,219
Jonquière	1,947	2,193
Lachute	339	445
Lac-Megantic	564	725
La Malbaie	965	723
La Tuque	628	592
Lévis	1,755	1,821
Louiseville	521	752
Magog	477	371
Maniwaki	403	388
Matane	744	634
Mont-Laurier	363	420
Montmagny	598	718
Montréal	29,170	38,868
New Richmond	580	459
Port Alfred	487	485
Québec	8,312	8,486
Rimouski	1,293	1,300
Rivière-du-Loup	1,705	2,092
Roberval	1,050	1,110
Rouyn	1,179	1,171
Ste. Agathe des Monts	473	528
Ste. Anne de Bellevue	511	616
Ste. Thérèse	1,149	1,315
St. Hyacinthe	810	949
St. Jean	1,269	1,412
St. Jérôme	1,095	1,372
Sept-îles	1,007	740
Shawinigan	2,366	2,612
Quebec—Concluded		
Sherbrooke	3,106	3,151
Sorel	1,049	1,723
Thetford Mines	1,196	1,615
Trois-Rivières	2,266	2,846
Val-d'Or	770	819
Valleyfield	987	1,261
Victoriaville	997	1,165
Ville St. Georges	1,313	1,245
Ontario	**83,317**	**107,835**
Arnprior	98	166
Barrie	840	911
Belleville	768	1,134
Bracebridge	384	436
Brampton	819	838
Brantford	1,459	1,087
Brockville	220	346
Carleton Place	142	200
Chatham	923	899
Cobourg	387	799
Collingwood	390	342
Cornwall	1,216	1,627
Elliot Lake	158	279
Fort Erie	278	303
Fort Frances	211	262
Fort William	645	1,094
Galt	685	1,030
Gananoque	144	195
Goderich	149	195
Guelph	769	754
Hamilton	7,167	6,922
Hawkesbury	386	390
Kapuskasing	353	406
Kenora	365	452
Kingston	1,258	1,416
Kirkland Lake	481	488
Kitchener	1,189	1,380
Leamington	329	491
Lindsay	339	926
Listowel	46	112
London	2,828	2,871
Long Branch	2,074	2,612
Midland	301	446
Napanee	214	250
New Liskeard	217	221
Newmarket	533	665
Niagara Falls	992	1,107
North Bay	688	820
Oakville	736	417
Orillia	426	520
Oshawa	4,556	14,694
Ottawa	4,171	4,188
Owen Sound	508	565
Parry Sound	117	154
Pembroke	595	853
Perth	180	357
Peterborough	1,414	2,065
Picton	122	245
Port Arthur	980	1,202
Port Colborne	330	477
Prescott	244	356
Renfrew	179	218
St. Catharines	1,763	4,675
St. Thomas	427	451
Sarnia	1,153	1,145
Sault Ste. Marie	1,320	1,218
Simcoe	329	527
Smiths Falls	215	238
Stratford	203	433
Sturgeon Falls	254	341
Sudbury	1,648	2,095
Tillsonburg	192	279
Timmins	982	950
Toronto	21,991	26,035
Trenton	503	543
Walkerton	185	288
Wallaceburg	165	174
Welland	1,054	1,541
Weston	1,676	2,091
Windsor	3,976	3,210
Woodstock	278	418

TABLE D-5 REGISTRATIONS ON HAND BY LOCAL OFFICE AREAS, AT OCTOBER 29, 1965

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand	
	(1) Oct. 29, 1965	Previous Year Oct. 30, 1964
Manitoba	**10,962**	**12,683**
Brandon	711	804
Dauphin	312	390
Flin Flon	141	155
Portage la Prairie	283	340
The Pas	186	239
Winnipeg	9,329	10,755
Saskatchewan	**5,790**	**6,903**
Estevan	57	134
Lloydminster	71	88
Moose Jaw	550	620
North Battleford	285	381
Prince Albert	669	841
Regina	1,709	2,110
Saskatoon	1,770	1,983
Swift Current	180	226
Weyburn	78	119
Yorkton	421	401
Alberta	**12,301**	**15,845**
Blairmore	199	134
Calgary	4,560	6,296
Drumheller	134	169
Edmonton	4,930	6,449
Edson	135	128
Grande Prairie	403	429
Lethbridge	928	888
Medicine Hat	545	781
Red Deer	467	571
British Columbia	**34,902**	**38,487**
Chilliwack	707	784
Courtenay	534	537
Cranbrook	401	439
Dawson Creek	474	558
Duncan	348	419
Kamloops	1,119	1,338
Kelowna	581	595
Mission City	478	583
Nanaimo	651	629
Nelson	380	453
New Westminister	4,948	5,204
Penticton	862	652
Port Alberni	435	504
Prince George	1,250	1,583
Prince Rupert	935	1,114
Quesnel	349	578
Trail	506	421
Vancouver	15,951	18,206
Vernon	727	675
Victoria	3,048	2,917
Whitehorse	218	298
CANADA	**269,637**	**313,951**
Males	155,644	203,340
Females	104,993	110,611

(1) Preliminary.

(2) Includes registrations reported by the Iles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, L.G., Oct., p. 1002.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of	Total	Employed	Claimants
1965—August	4,639,000	4,466,500	172,500
July	4,650,000	4,465,600	184,400
June	4,601,000	4,420,300	180,700
May	4,514,000	4,284,500	229,500
April	4,594,000	4,131,100	462,900
March	4,626,000	4,087,000	539,000
February	4,605,000	4,045,800	559,200
January	4,592,000	4,044,200	547,800
1964—December	4,582,000	4,103,800	478,200
November	4,491,000	4,216,500	274,500
October	4,432,000	4,217,500	214,500
September	4,437,000	4,263,400	173,600
August	4,463,000	4,281,000	182,000

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, SEPTEMBER 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,362	1,011	351	1,192	625	567	585
Prince Edward Island	199	135	64	230	146	84	68
Nova Scotia	5,189	2,475	2,714	5,822	4,690	1,132	1,556
New Brunswick	2,426	1,682	744	2,425	1,452	973	896
Quebec	23,873	15,342	8,531	23,893	15,816	8,077	9,462
Ontario	22,837	16,312	6,525	24,658	14,314	10,344	9,290
Manitoba	1,968	1,482	486	2,060	1,261	799	544
Saskatchewan	1,195	927	268	1,158	665	493	402
Alberta	3,193	2,285	908	2,875	1,795	1,080	1,158
British Columbia (incl. Yukon Territory)	9,595	6,643	2,952	9,721	6,116	3,605	3,176
Total, Canada, September 1965	71,837	48,294	23,534	74,034	46,880	27,154	27,137
Total, Canada, August 1965	83,866	58,592	25,274	97,993	50,617	47,376	29,334
Total, Canada, September 1964	85,842	55,467	30,375	83,763	55,759	28,004	32,923

*In addition, revised claims received numbered 26,096.

†In addition, 28,277 revised claims were disposed of. Of these, 2,425 were special requests not granted and 1,470 appeals by claimants. There were 5,845 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, OCTOBER 31, 1965

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	August 31, 1965	September 30, 1964
CANADA	157,323	70,888	39,666	28,099	18,670	172,451	173,645
Male	90,556	45,029	21,699	14,307	9,521	102,756	104,858
Female	66,767	25,859	17,967	13,792	9,149	69,695	68,787
Newfoundland	3,536	1,345	1,028	762	401	3,500	4,458
Male	2,394	997	691	471	235	2,407	3,356
Female	1,142	348	337	291	166	1,093	1,102
Prince Edward Island	590	244	206	84	56	700	579
Male	305	120	120	30	35	430	371
Female	285	124	86	54	21	270	208
Nova Scotia	9,619	4,925	1,781	1,848	1,065	7,903	8,835
Male	7,196	4,111	1,202	1,272	611	5,483	6,468
Female	2,423	814	579	576	454	2,420	2,367
New Brunswick	6,178	2,653	1,481	1,338	706	6,516	7,260
Male	4,105	1,828	958	954	365	4,365	4,674
Female	2,073	825	523	384	341	2,151	2,586
Quebec	48,846	22,615	12,621	8,414	5,196	51,900	56,980
Male	30,540	15,954	7,248	4,506	2,832	32,846	36,985
Female	18,306	6,661	5,373	3,908	2,364	19,054	19,995
Ontario	55,953	23,559	15,483	9,993	6,918	68,883	57,185
Male	29,269	13,096	8,321	4,507	3,345	40,379	31,238
Female	26,684	10,463	7,162	5,486	3,573	28,504	25,947
Manitoba	5,491	2,113	1,266	1,073	1,039	6,158	6,394
Male	2,764	1,087	561	601	515	3,042	3,519
Female	2,727	1,026	705	472	524	3,116	2,875
Saskatchewan	3,148	1,274	754	643	477	3,070	3,567
Male	1,202	478	268	228	228	1,197	1,620
Female	1,946	796	486	415	249	1,873	1,947
Alberta	6,683	3,129	1,431	1,275	848	6,515	9,647
Male	3,215	1,618	549	527	521	3,097	5,546
Female	3,468	1,511	882	748	327	3,418	4,101
British Columbia	17,279	9,031	3,615	2,669	1,964	17,306	18,740
Male	9,566	5,740	1,781	1,211	834	9,510	11,081
Female	7,713	3,291	1,834	1,458	1,130	7,796	7,659

* The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, SEPTEMBER 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	9,334	204,125
Prince Edward Island	2,192	45,121
Nova Scotia	24,699	549,187
New Brunswick	17,863	391,240
Quebec	156,416	3,643,017
Ontario	181,891	4,401,141
Manitoba	16,315	374,601
Saskatchewan	9,228	202,577
Alberta	19,878	464,269
British Columbia (including Yukon Territory)	50,549	1,226,133
Total, Canada, September 1965	488,365	11,501,411
Total, Canada, August 1965	546,764	12,790,935
Total, Canada, September 1964	538,557	12,791,963

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1 –TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—November	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3

NOTE: 1960 figures are 1947–48 weighted: figures for 1961 *et seq* are 1957 weighted.

*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

TABLE F-2 –CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1965

(1949=100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	Oct. 1964	Sept. 1965	Oct. 1965							
(1)St. John's, Nfld.	121.8	123.1	122.9	119.2	116.7	116.7	121.5	166.3	148.5	116.1
Halifax	131.5	134.8	134.5	130.1	135.2	132.9	138.8	171.0	171.9	125.9
Saint John	134.6	137.5	137.1	133.3	135.3	130.6	146.6	192.9	156.2	126.6
Montreal	135.2	138.1	138.5	139.8	137.0	116.4	167.1	184.1	158.4	127.1
Ottawa	135.6	139.0	138.5	135.8	138.2	126.3	161.9	185.0	150.5	126.7
Toronto	136.7	141.1	140.8	134.9	142.4	129.2	148.6	176.4	190.9	123.9
Winnipeg	132.0	135.3	135.3	133.5	130.2	129.1	137.8	189.9	143.8	138.3
Saskatoon-Regina	129.7	132.2	132.2	133.3	128.5	133.7	136.8	151.0	152.5	124.4
Edmonton-Calgary	128.0	130.9	130.6	126.8	128.2	132.1	134.2	175.2	144.8	120.5
Vancouver	132.6	135.8	135.4	133.5	135.2	125.4	150.1	158.5	151.2	123.3

N.B.: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1007, October issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960	268	274	49,408	738,700	0.19
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
*1964	313	329	100,214	1,572,220	0.13
*1964—October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38
*1965—January	24	47	29,768	220,380	0.21
February	24	50	29,596	294,100	0.27
March	31	55	14,262	115,260	0.09
April	36	66	11,612	121,510	0.11
May	28	56	17,018	155,490	0.14
June	85	109	43,310	275,530	0.22
July	52	99	33,691	326,070	0.26
August	37	83	27,196	243,550	0.20
September	46	92	21,012	216,080	0.18
October	38	87	16,080	161,560	0.15

*Preliminary

TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	3	1,199	23,980
Mines	2	517	6,520
Manufacturing	53	6,856	81,970
Construction	13	2,666	11,450
Transpn. & utilities	7	3,655	28,700
Trade	4	45	790
Finance	...	...	...
Service	5	1,144	8,150
Public administration	...	...	...
All industries	87	16,080	161,560

TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	626	1,040
Prince Edward Island	...	...	...
Nova Scotia	3	95	360
New Brunswick	1	388	1,170
Quebec	20	4,337	58,240
Ontario	40	5,496	50,550
Manitoba	5	341	2,960
Saskatchewan	1	228	4,720
Alberta	...	...	...
British Columbia	11	986	15,370
Federal	4	3,585	27,150
All jurisdictions	87	16,080	161,560

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accumulated		
FORESTRY						
Price Brothers, Chicoutimi, Quebec.	Bush Workers Farmers' Union (Ind.)	1,091	21,820	36,000	Sept. 14	Wages, hours~
MINES						
Metal Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	413	6,000	6,000	Oct. 1	Wages, hours~
Non-Metal Quebec Lithium Corp., Barraute, Quebec.	Steelworkers Loc. 5321 (AFL-CIO/CLC)	104	520	520	Oct. 23	Wages~
MANUFACTURING						
Food and Beverages Various Breweries Vancouver and Victoria, B.C.	Brewery Workers Locs. 280 and 300 (AFL-CIO/CLC)	370	5,180	16,450	Aug. 23 Oct. 22	Wages~15¢ retroactive to Jan. 1, 1965, 13¢ an hr. Jan. 1, 1966, 14¢ on Jan. 1, 1967; improved vacations, sickness and accident benefits; 60–65 per cent of normal wage rate when laid off for 15–78 wks according to seniority.
Robin Hood Flour Ltd.,** Port Colborne, Ontario.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	181	180	1,090	Sept. 23 Oct. 4	Wages, fringe benefits~10¢ and 12¢ per hr. wage increases, improved fringe benefits and job classification adjustments.
Coca-Cola Canada Ltd., Various locations, Quebec.	Brewery Workers Locs. 239 and 327 (AFL-CIO/CLC)	827	16,540	19,020	Sept. 28	Wages~
Rubber Mansfield-Denman, Welland, Ontario.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	375	190	570	Sept. 30 Oct. 1	Alleged unjust lay-off of one employee~Return of workers.
Gates Rubber of Canada, Brantford, Ontario	Rubber Workers Loc. 733 (AFL-CIO/CLC)	152	760	760	Oct. 6 Oct. 14	Grievances~Return of workers.
Paper Cie de Papier Rolland, Mount Rolland, Quebec.	Papermakers Loc. 454 (AFL-CIO/CLC)	170	170	170	Oct. 28 Oct. 29	Disciplinary suspension of one employee~Return of workers.
Printing and Publishing The Star, Telegram and Globe and Mail, Toronto, Ontario.	Typographical Union Loc. 91 (AFL-CIO/CLC)	505	10,280	153,040	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen~
La Tribune Inc., Sherbrooke, Quebec.	C.N.T.U.	132	1,580	1,580	Oct. 14	Wages~
Primary Metals Fittings Ltd., Oshawa, Ontario.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	647	3,980	51,400	June 24 Oct. 12	Wages, welfare program~ Immediate increase of 10¢ an hr., 6¢ on May 1, 1966, 4¢ Nov. 1, 1966, 6¢ May 1, 1967, 4¢ Nov. 1, 1967; Improved welfare program.
The Algoma Steel Corp., Sault Ste. Marie Ontario.	Steelworkers Loc. 2251 (AFL-CIO/CLC)	273	2,730	5,190	Sept. 20 Oct. 18	Refusal by four employees over new assignment of work ~Return of workers.
Metal Fabricating Winchester-Western Ltd., Cobourg, Ontario.	Machinists Loc. 788 (AFL-CIO/CLC)	179	3,580	4,030	Sept. 28	Wages~
Reynolds Extrusion Sales Co. Ltd., Oshawa, Ontario.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	185	220	220	Oct. 26 Oct. 28	Alleged grievances~Return of workers.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accumulated		
Machinery						
S. F. Bowser Co. Ltd., Hamilton, Ontario.	Steelworkers Loc. 2901 (AFL-CIO/CLC)	116	480	480	Oct. 19 Oct. 26	Alleged unjust dismissal of one employee—Return of workers; referral to arbitration.
Transportation Equipment						
York Gears Ltd., Weston, Ontario.	Auto Workers Loc. 984 (AFL-CIO/CLC)	244	3,660	4,880	Sept. 24 Oct. 25	Wages, hours~20¢ per hr. wage increase for skilled workers, 21¢ for unskilled over a three-yr. period; 1¢ per hr. increase for afternoon shift and 3¢ for midnight shift.
General Motors of Canada, Oshawa, Ontario.	Auto Workers Loc. 222 (AFL-CIO/CLC)	122	60	60	Oct. 15 Oct. 18	Disciplinary action against one employee~Return of workers.
S.K.D. Manufacturing, Amherstburg, Ontario.	Machinists Loc. 890 (AFL-CIO/CLC)	240	48	480	Oct. 19 Oct. 21	Not clear~Return of workers.
Electrical Products						
Canadian Westinghouse, London, Ontario.	U.E. Loc. 546 (Ind.)	194	1,750	10,470	Aug. 4 Oct. 15	Wages, vacations, medical plan~Wage increase 14.4¢ to 21.2¢ per hr. for men, 19¢ per hr. for women, $80 retroactive pay, 2 weeks vacation after 1 yr., full medical coverage paid by company.
Non-Metallic Mineral Products						
Exolon Co., Thorold, Ontario.	Chemical Workers Loc. 582 (AFL-CIO/CLC)	212	2,970	2,970	Oct. 7 Oct. 28	Wages~46¢ an hr. increase over a three-yr. agreement.
Petroleum and Coal Products						
British American Oil and Affiliates, Various locations, Saskatchewan.	Oil Workers Locs. 9-595 and 9-609 (AFL-CIO/CLC)	228	4,720	8,400	Sept. 10	Wages~
British American Oil and Affiliates, Various locations, B.C.	Oil Workers Locs. 503, 9-601, 9-675 (AFL-CIO/CLC)	134	3,260	5,330	Sept. 14	Wages~
British American Oil, Clarkson, Ontario.	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	407	8,140	13,020	Sept. 15	Wages~
Shell Canada Ltd., St. Boniface, Manitoba.	Oil Workers Loc. 9-600 (AFL-CIO/CLC)	157	1,820	1,820	Oct. 14	Wages~
CONSTRUCTION						
The Corporation of Plumbing & Heating Contr., Montreal and area, Quebec.	Plumbers Loc. 144 (AFL-CIO/CLC)	470	3,760	6,110	Sept. 24 Oct. 14	Wages~20¢ an hr. increase immediately.
Toronto & District Excavators, Toronto and area, Ontario.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	128	370	1,050	Sept. 24 Oct. 7	Wages, vacation pay~25¢ per hr. on signing, 25¢ on May 1, 1966, 25¢ on May 1, 1967, 25¢ on May 1, 1968; improved vacation pay.
Fischback & Moore, Toronto, Ontario.	I.B.E.W. Loc. 353 (AFL-CIO/CLC)	100	200	200	Oct. 1 Oct. 5	Employing non-union electricians~Return of workers when agreement reached.
Poole Construction, Winnipeg, Manitoba.	Painters Loc. 739 (AFL-CIO/CLC)	135	270	270	Oct. 5 Oct. 7	Hiring on non-union members by sub-contractor~Return of workers.
Ralph M. Parsons, Various locations, Ontario.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	464	2,720	2,720	Oct. 12 Oct. 20	Wages, room and board and transportation allowances—Return of workers pending negotiations.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accumulated		
Foundation-Lundrigan, Baie d'Espoir, Nfld.	Unorganized	575	990	990	Oct. 14 Oct. 18	Changes in swing shift every two weeks~Return of workers, pending further negotiations.
E.G.M. Cape & Company, Red Rock, Ontario.	Various unions	193	800	800	Oct. 20	Jurisdictional dispute between unions~
E.G.M. Cape & Company, Newcastle, N.B.	Carpenters Loc. 2262 (AFL-CIO/CLC)	388	1,170	1,170	Oct. 27	Wages, overtime rates~
TRANSPORTATION AND UTILITIES						
Transportation						
Cumberland Railway,** Glace Bay, N.S.	Trainmen Loc. 684 (AFL-CIO/CLC)	101	100	1,010	Sept. 19 Oct. 4	Wages, pension plan~Wage increases, improved pension plan coupled with Canada pension plan.
Furness Withy Co.,** Montreal, Quebec.	I.L.A. Loc. 375 (AFL-CIO/CLC)	125	800	800	Oct. 4 Oct. 13	To protest the dismissal of a foreman~Return of workers.
Various Transportation firms,** Various locations, Ontario.	Teamsters Locs. 879 and 938 (Ind.)	3,178	26,070	26,070	Oct. 4 Oct. 18	Wages, hours ~ return of workers pending province-wide negotiations.
Power, Gas and Water						
Twin City Gas Co., Fort William, Ontario.	CLC—directly chartered	149	440	440	Oct. 12	Wages~
SERVICE						
Education						
Commission Scolaire Régionale de la Mauricie, Various locations, Quebec.	C.N.T.U.	525	530	9,980	Sept. 7 Oct. 4	Salaries~Salary increase.
Personal Services						
Château Frontenac, Quebec, Quebec.	Railway, Transport and General Workers Loc. 277 (CLC)	541	7,260	16,320	Sept. 6 Oct. 21	Wages, hours, vacations~25c an hr. wage increase for skilled workers, 18c for unskilled spread over a three-yr. agreement; four weeks vacation after 25 years.

*Federal jurisdiction.

A

ABEL, I. W., *President, United Steelworkers of America*
Election, 599.

ABSENTEEISM
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ACADEMIC CO-OPERATION
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ACCIDENT PREVENTION
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Industrial fatalities. CANADA: (1964), 407.
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third and fourth quarters (1964), 35, 328.
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Work accidents in public service (1963–64). CANADA: 309.

ACTORS' EQUITY ASSOCIATION
Affiliation with CLC, 1146.

ADAMS CARTAGE LIMITED
Dispute:
Teamsters: C.O. appointed, 342; settlement, 526.

ADJUSTMENT ASSISTANCE BOARD
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ADULT TRAINING *See* TRAINING

AERO CATERERS LIMITED
Dispute:
Teamsters: C.O. appointed, 49; settlement, 49.

AGENCE MARITIME INC.
Certification applications:
Canadian Merchant Service Guild, Inc.: deck officers: rejected, 47.
Mine Workers (Local 13946): unlicensed personnel: granted, 46.
Mine Workers (Local 15377): deck officers, marine engineers: granted, 46.
Seafarers: unlicensed personnel: rejected, 47.
Intervener, certification applications:
Canadian Merchant Service Guild, Inc. (Local 15377): deck officers, marine engineers: granted, 46.
Mine Workers: deck officers: rejected, 47.
Mine Workers: unlicensed personnel: rejected, 47.

AGING *See also* OLDER WORKERS
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AIR LINE FLIGHT ATTENDANTS' ASSOCIATION, CANADIAN *See* CANADIAN AIR LINE FLIGHT ATTENDANTS' ASSOCIATION

AIR LINE PILOTS' ASSOCIATION, CANADIAN *See* CANADIAN AIR LINE PILOTS' ASSOCIATION

ALASKA TRAINSHIP CORPORATION
Disputes:
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Railway, Transport and General Workers: C.O. appointed, 1079.

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ALBERTA WHEAT POOL
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ALGOMA CENTRAL AND HUDSON BAY RAILWAY COMPANY
Certification application:
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ALITALIA LINEE AEREE ITALIANE S.p.A.
Certification application:
Auto Workers: application for revocation, received, rejected, 136.

AMALGAMATED TRANSIT UNION
Certification applications:
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Canadian Coachways Limited: 1199 (new application).

AMERICAN FEDERATION OF LABOR-CONGRESS OF INDUSTRIAL ORGANIZATIONS
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AMERICAN NEWSPAPER GUILD
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AMYOT READY MIX COMPANY LIMITED
Certification application:
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ARGOSY CARRIERS (EASTERN) LIMITED
Certification application:
Teamsters: 48; granted, 136.

ARMSTRONG RUBBER COMPANY
Vacation provisions, two-year contract, United Rubber Workers and Company, 883.

ARROW TRANSIT LINES LIMITED
Certification applications:
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Teamsters: driver/operators: 1075.

A. ARSENAULT DIAMOND DRILLING COMPANY LIMITED
Certification application:
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ASSOCIATION DES EMPLOYÉS DE ROD SERVICE LTÉE
Certification application:
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ASSOCIATION OF EMPLOYEES OF CJMS RADIO MONTREAL LTD.
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ASSOCIATION OF EMPLOYEES OF M & P TRANSPORT
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ASSOCIATION OF EMPLOYEES OF VERREAULT NAVIGATION C.F.I.A.
Certification application:
Verreault Navigation Inc.: 638; withdrawn, 817.

ASSOCIATION OF ONTARIO EMPLOYEES OF OVERNITE EXPRESS LIMITED
Certification application:
Overnite Express Limited (truck divers, dockmen, mechanics and office employees): 524; rejected, 733.
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ASSOCIATION OF QUEBEC EMPLOYEES OF OVERNITE EXPRESS LIMITED
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Compagnie Nationale Air France (Montreal International Airport): C.O. appointed, 735; settlement, 933.
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